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**Research Manager, Psychometrics**

**Position summary**

The Research Manager, Psychometrics will lead a team of experienced psychometricians and statistical analysts who are helping deliver new systems of adaptive educational assessments to deliver on our mission to help all kids learn. The summative components of our assessments are used in statewide accountability models and so must be at a level of rigor and defensibility to pass peer review. We are leading the field in developing new approaches to designing, developing, and delivering new models of assessments given throughout the year that better meet the learning and instructional needs of students and their teachers.

To deliver on defensible large-scale assessment models that are valid and useful to teachers, students, parents, and administrators, the Research Manager, Psychometrics, will be highly collaborative, a self-starter, and have a high degree of organization and forward thinking. This person will be curious, creative, and ready to lead the team with proactive problem-solving, and take an active role in to ensure the team has the plans, processes, and supports to be successful, ready to dig in and help your team succeed and grow tactically and personally. This role requires an experienced people leader of teams delivering large-scale applied educational assessments, preferably computer adaptive models, who is ready to provide excellent problem solving and excellent communication with both internal and external partners. This person must understand the intersection of educational policy and psychometrics and be highly skilled in communications (written, verbal, and presentation) to state-level departments of education, school district administrators, Technical Advisory Committees, and even national committees and conferences.

**Responsibilities**

* Managing a team of psychometricians and statistical analysts who work on complex projects in a fast-paced environment
* Presenting technical issues clearly to other divisions of the organization, clients, technical advisory committees, professional associations, and other agencies as necessary
* Expanding documentation of operational best practices and uniform evaluation guidelines across projects
* Ensuring quality control processes of deliverables.
* Independently providing consulting support to both internal and external clients.
* Engaging in a program of research, publication, and presentations at professional conferences on measurement issues that contribute to the field
* Performing other duties as assigned to ensure the success of the team and the entire organization, with particular attention to leading cross functional discussions across the company
* Responding to RFPs in text and presentation as needed
* Supporting and mentoring staff in to provide excellent presentations
* Travel required, approximately 25%

**Skills and abilities**

* Demonstrated ability to lead a team of highly technical experts in the field of large-scale psychometrics
* Strong knowledge in psychometric techniques, especially in computer adaptive assessment analyses as well as classical test theory, item response theory, test equating, scaling, and linking.
* Ability to conduct independent research with a demonstrated specialization in an area within the field of assessment and learning, where computer adaptive testing research is preferred
* Experience and use of computer software packages commonly used in psychometric work and research (e.g., SAS, R, Python, WINSTEPS, BILOG, MULTILOG, PARSCALE).
* Ability to work with cross-functional teams using AGILE assist in documenting and clarifying psychometric requirements
* Demonstrated ability to navigate and problem solve quickly and efficiently in a highly collaborative environment
* Ability to explain complex measurement and statistical concepts to a variety of audiences.
* Ability to work collaboratively and provide innovative solutions.
* Excellent interpersonal skills as evidenced with a successful partnering and consulting with partners
* Experience presenting to technical committees
* Excellent written and verbal communication skills
* Must be able to perform the physical and intellectual requirements of the role, with or without accommodation

**Competencies**

* Customer Focus
* Directs Work
* Ensures Accountability
* Drives Results
* Builds Effective Teams
* Develops Talent
* Communicates Effectively
* Instills Trust

**Education and experience**

* A Ph.D. in Educational Measurement, Psychometrics, Psychological Measurement, or in related field
* A progressive record of leading increasingly complex projects and people in large-scale assessment over a sustained period that would typically be obtained at minimum over five to seven years
* Relevant experience includes developing practical solutions to applied educational assessment problems and working as lead psychometrician on large-scale educational testing projects.
* Demonstrated professional achievement through presentations at professional conferences and publications in professional journals or equivalent.
* Client facing experience required
* Experience in responding to RFPs
* Excellent written, verbal, and presentation skills.
* Strong interpersonal skills including working effectively in teams

**About NWEA**

NWEA® is a research-based, not-for-profit organization that supports students and educators worldwide by creating assessment solutions that precisely measure growth and proficiency—and provide timely data to help tailor instruction. For more than 40 years, NWEA has developed innovative pre-K–12 assessments, including our flagship interim assessment, MAP® Growth™; our progress monitoring and skills mastery tool, MAP® Skills™; and our reading fluency and comprehension assessment, MAP® Reading Fluency™. Educators trust our professional learning offerings to accelerate student learning and our research to support assessment validity and data interpretation. More than 11 million students in 146 countries use our solutions to support their learning and growth each year.

**What We Can Offer You**

At NWEA we not only offer a competitive base salary, we offer a 15% contribution of eligible employees’ base salary to a defined contribution 403(b) retirement savings plan; career development opportunities; an awesome work culture and environment; we also offer industry leading benefits and perks that are focused on supporting our employees’ holistic wellbeing. To learn more about what we can offer more, click [**here.**](https://www.nwea.org/careers/)

*NWEA strives to make diversity, equity, inclusion, and accessibility (DEIA) practices the center of our work. Our organization’s mission, Partnering to Help All Kids Learn, is the foundation for our DEIA commitment as we work to reflect, value, and support the educators, students, colleagues, and communities we serve. We seek to empower and engage all stakeholders in the research, services, solutions, and products we provide, our organizational culture, and the partnerships we establish with schools, districts, states, and countries.*

*NWEA endeavors to make www.nwea.org accessible to all users. If you would like to contact us regarding the accessibility of our website or need assistance completing the application process, please call us at (503) 624-1951 or e-mail us at* onlineaccommodations@nwea.org *and let us know the nature of your request, your location and your contact information. This is for accommodation requests only and cannot be used to inquire about the status of applications.*

*NWEA is an equal opportunity employer.  Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.  For our EEO Policy Statement, please visit our* [*website.*](https://nwea.policytech.com/dotNet/documents/?docid=116) *If you’d like more information on your EEO rights under the law, please visit the EEOC* [website](https://www.eeoc.gov/employers/upload/poster_screen_reader_optimized.pdf)