

<<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

## EMPLOYMENT OPPORTUNITY WITH UNIVERSITY OF NOTRE DAME

POSTING DATE: 7/22/2025

### Job Title

Director of Research Programs

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### FLSA Status (exempt, non-exempt)

Exempt

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### Position Status (full, part-time)

Full

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### Location (city, state)

Notre Dame, IN

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### Company Name + Description

University of Notre Dame

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### Position Description

The Center for Educational Research and Action (ERA) is seeking a mission-driven and visionary Director of Research Programs to help expand its reach and deepen its impact. This is a unique opportunity to join a vibrant interdisciplinary research ecosystem at the intersection of cognitive science, education, policy, and public service.

The ideal candidate will bring deep expertise in a relevant field—such as cognitive science, education, psychology, neuroscience, linguistics, human-computer interaction (HCI), data science, or education policy—and a strong track record of leading complex research initiatives. This role blends scholarly insight with strategic and operational leadership, requiring someone who can both shape the future of ERA and manage its internal workings with excellence.

Reporting to the Sweeney Family Director of ERA, the Director of Research Programs serves as ERA's senior research administrator and day-to-day manager and mentor of research staff and projects. The Director of Research Programs will work closely with faculty, staff, and research trainees, lead and publish original research, and oversee the development, implementation, and administration of ERA's research programs. The Director will also supervise a team of research associates who work across multiple projects and programs, manage internal operations, foster collaborative partnerships, and ensure ERA delivers core research services that meet the highest standards of scientific rigor and operational integrity.

We're looking for a strategic thinker and effective communicator—someone who thrives at the intersection of research, administration, and collaboration. The ideal candidate will value fundamental research and be a skilled bridge-builder, able to work fluidly across faculty, departments, and community stakeholders to advance ERA's mission through research-informed action.

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### Essential Job Functions

#### Key Responsibilities

**Program Leadership:** Plan, design, and implement research programs, initiatives, and services aligned with ERA's strategic goals. Set departmental objectives and ensure operational excellence across all activities.

**Research Leadership:** Plan, design, lead, and collaborate on original research projects aligned with ERA's mission; contribute to scholarly publications and conference presentations; help shape ERA's interdisciplinary research agenda.

**Team Management:** Supervise a growing team of research associates and affiliated trainees who provide critical, direct support to multiple affiliated PIs and program directors across disciplines on concurrent projects. Set team priorities, establish annual goals, assign projects and manage workloads, support professional development, create and refine internal workflows and operational plans to ensure the research team's alignment with ERA's strategic vision.

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**Grant Strategy:** Contribute to the preparation of grant proposals and funder reports; help sustain and grow ERA's research portfolio through federal, foundation, and philanthropic support.

**Program Oversight:** Plan, design, and implement research programs, initiatives, and services aligned with ERA's goals. Set departmental objectives and ensure operational excellence.

**Strategic Problem-Solving:** Address complex, conceptual challenges that require unconventional approaches and innovative thinking.

**Policy Oversight:** Establish and interpret operating policies and procedures for the department; recommend and implement updates in alignment with ERA's evolving mission.

**Operations & Administration:** Manage internal workflows, oversee project execution, and ensure compliance with research ethics, data standards, and institutional policies.

**Collaboration & Engagement:** Build and maintain partnerships across academic departments, community stakeholders, government agencies, and NGOs to enhance research impact.

**Influence & Reach:** Serve as a strategic advisor and collaborator across the institution, helping guide ERA's presence within and beyond the University of Notre Dame.

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### **Qualifications Preferred (years of experience, education level etc.)**

#### **Qualifications**

#### **Education**

A Ph.D. or equivalent terminal degree in a relevant field (e.g., cognitive science, education, psychology, neuroscience, human development, HCI, sociology, or public policy) is strongly preferred.

Exceptional candidates with a Master's degree and significant experience leading research teams and producing scholarly publications and applying for grants will also be considered.

#### **Experience**

5 years of professional experience in a research, academic, or programmatic setting.

Demonstrated leadership in interdisciplinary research, research-practice partnerships, or evidence-based educational program development.

Experience managing teams, mentoring early-career researchers, and collaborating across institutions.

A track record of scholarly publication and/or other evidence of contributions to the research literature.

#### **Technical Skills**

Proficiency with data collection, analysis, and visualization tools such as Airtable, MATLAB, R, SPSS, Stata, Python, SQL, Qualtrics, Prolific, or Tableau.

Strong understanding of data management best practices, research ethics, and open/reproducible science.

Willingness to learn and implement new technologies as needed.

#### **Knowledge & Competencies**

Deep understanding of the scientific method and the role of fundamental research in driving educational impact.

Ability to train and mentor others in maintaining excellence and integrity in education research.

Strong strategic, organizational, and communication skills.

A demonstrated commitment to research as a form of public service and to expanding equitable access to high-quality education.

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### **How to Apply**

<https://jobs.smartrecruiters.com/UniversityOfNotreDame/3743990008716466-director-of-research-programs-era?trid=33221b55-7baa-4189-992e-a7fac0c08950>

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## EMPLOYMENT OPPORTUNITY WITH UNIVERSITY OF NOTRE DAME

POSTING DATE: 7/20/2025

### Job Title

Director of Research Programs

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### FLSA Status (exempt, non-exempt)

exempt

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### Position Status (full, part-time)

full

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### Location (city, state)

Notre Dame, IN

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### Company Name + Description

University of Notre Dame

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### Position Description

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A track record of scholarly publication and/or other evidence of contributions to the research literature.

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Proficiency with data collection, analysis, and visualization tools such as Airtable, MATLAB, R, SPSS, Stata, Python, SQL, Qualtrics, Prolific, or Tableau.

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#### **Knowledge & Competencies**

Deep understanding of the scientific method and the role of fundamental research in driving educational impact.

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## EMPLOYMENT OPPORTUNITY WITH INSPIRE GLOBAL ASSESSMENTS

POSTING DATE: 7/17/2025

### Job Title

Psychometrician

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### FLSA Status (exempt, non-exempt)

N/A

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### Position Status (full, part-time)

temp (Jan2028), full-time

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### Location (city, state)

Vancouver, British Columbia, Canada

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### Company Name + Description

Inspire Global Assessments / British Columbia College of Nurses & Midwives

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### Position Description

Reporting to the Executive Director, Inspire Global Assessments, the Psychometrician supports the Inspire Global Assessment (INSPIRE) ongoing and future assessment activities. This position focuses on transforming the assessment delivery model into a fully virtual, AI-integrated platform. The psychometrician will play a key role in shaping the future of competency-based assessments through psychometric design, data analytics, and innovative test methodologies.

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### Essential Job Functions

Virtual, AI-Integrated Platform Responsibilities: As a core contributor to the development of Inspire's virtual performance-based assessment tool, the Psychometrician is responsible for:

1. Leads psychometric design and analysis for immersive virtual assessments, including the development of scoring frameworks, indicator mapping, validation models, and standard setting plans.
2. Serve as the Subject Matter Expert (SME) on scoring methodology, ensuring alignment with psychometric best practices and assessment goals.
3. Develop and maintaining foundational evaluation tools
4. Collaborate with technology teams and vendors to ensure appropriate data structures, AI-enhanced scoring methods, and integration of computational psychometrics.
5. Conduct applied research and environmental scanning to support product innovation and inform decision-making.
6. Contribute to the design and refinement of quality assurance procedures, including documentation, data validation, and evaluation protocols.
7. Support product lifecycle activities, including scenario review, scoring logic alignment, pilot evaluation, and data reporting.
8. Facilitate vendor collaboration and providing psychometric oversight to maintain assessment, fidelity and fairness.
9. Contribute to cross-functional discussions on product strategy, technical feasibility, and long-term innovation opportunities.

Operational Program Responsibilities: In addition to leading the virtual platform initiative, the Psychometrician supports Inspire's ongoing operational programs:

1. Conduct classical test theory (CTT) and item response theory (IRT) analyses to support item and test-level evaluation.
  2. Perform item analysis, reliability and validity studies, equating, and scoring evaluations for written and performance-based assessments.
  3. Support the design and facilitation of standard setting, item writing, and field-testing sessions in collaboration with the Assessment Developer.
  4. Develop psychometric documentation, technical reports, and quality assurance protocols to support transparency and decision-making.
  5. Manage data pipelines including data extraction, cleaning, transformation, and preparation for analysis and reporting.
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### **Qualifications Preferred (years of experience, education level etc.)**

- Master's degree in Measurement and Evaluation, Quantitative Methods, Educational Psychology, or a closely related quantitative field; a Ph.D. is preferred. A combination of education and relevant experience may be considered.
- Minimum of 3–5 years of experience in psychometric analysis, preferably within high-stakes testing, certification, or licensure assessment environments.
- Advanced knowledge of psychometric theories and statistical modeling techniques, including Classical Test Theory (CTT), Item Response Theory (IRT), Generalizability Theory (G-Theory), Structural Equation Modeling (SEM), and Hierarchical Linear Modeling (HLM).
- Proficiency in designing and conducting statistical analyses, simulations, and psychometric research, including the generation of performance reports and technical documentation.
- Demonstrated ability to write and modify code using statistical software such as R and Python (FlexMIRT preferred); experience with SAS, SPSS, Mplus, Winsteps, BILOG, and/or PARSCALE is considered an asset. Experience with SQL for database querying is also desirable.
- Familiarity with virtual assessment platforms and AI/NLP-enhanced scoring applications is a strong asset.
- Working knowledge of generative AI (prompt engineering) and natural language processing to support assessment innovation and automation.
- Strong written and verbal communication skills, with demonstrated ability to translate technical concepts for diverse audiences.
- Proven experience in stakeholder engagement, including collaboration with internal teams, vendors, regulators, and subject matter experts; facilitation of advisory or working group discussions is an asset.
- Demonstrated project management skills, including the ability to develop analytic plans, track deliverables, and manage timelines in complex, multi-stakeholder environments.
- Strong organizational and problem-solving skills, with a demonstrated ability to work independently and collaboratively in a fast-paced, evolving environment.
- Awareness of the historical and ongoing impacts of colonization on Indigenous peoples in Canada, and familiarity with key reports and frameworks such as the Truth and Reconciliation Commission's 94 Calls to Action (2015), In Plain Sight (2020), and Reclaiming Power and Place (2019), is considered an asset.
- Demonstrated understanding of equity, diversity, inclusion, and cultural humility, particularly as they apply to assessment, health care, and regulatory practices.

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### **How to Apply**

<https://www.inspireassessments.org/job-opportunities/>

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## EMPLOYMENT OPPORTUNITY WITH GAP INTERNATIONAL

POSTING DATE: 7/16/2025

### Job Title

Senior Psychometrician

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### FLSA Status (exempt, non-exempt)

Exempt

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### Position Status (full, part-time)

Full Time

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### Location (city, state)

Philadelphia, Pennsylvania

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### Company Name + Description

ABOUT GAP INTERNATIONAL

Gap International is a global performance consulting company that works with executives and their organizations to produce extraordinary business results in the ever-changing marketplace. For nearly 50 years, Gap International has worked with over 50,000 executives in 1,500 organizations across 65 countries—from CEOs and executives of Fortune 1000 companies to entrepreneurs. Headquartered in Philadelphia metropolitan area, Gap International has experience in every major industry sector, including manufacturing, retail, energy, FMCG, pharmaceuticals, healthcare, technology, telecommunications, and financial services.

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### Position Description

ABOUT THE ROLE

Gap International, a leading global management consulting firm, is looking for an experienced and innovative Senior Psychometrician to join our Breakthrough Diagnostics team. In this role, you will lead the development of cutting-edge assessments that redefine how organizations measure and enhance performance. You'll collaborate with multidisciplinary teams to create innovative diagnostic tools, ensuring their accuracy, validity, and impact. If you're excited by the challenge of shaping the future of performance diagnostics, that drive both business growth and superior performance for our clients, this is your opportunity to make a real difference.

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### Essential Job Functions

RESPONSIBILITIES

#### Psychometric Development & Validation

- Lead the design, validation, and enhancement of assessment tools that drive organizational success.
- Ensure the accuracy, reliability, and validity of diagnostic products through rigorous validation studies.
- Apply methods such as classical test theory, item response theory, and other psychometric models to optimize assessment effectiveness.
- Use quantitative and qualitative data analysis to extract meaningful insights that shape future diagnostics.

#### Collaboration & Consulting

- Partner with consultants, data scientists, and product managers to develop innovative measurement solutions.
- Serve as a trusted advisor, influencing decision-making and challenging conventional thinking at the highest levels.
- Provide thought leadership, authoring whitepapers and research reports that establish Gap International as an industry leader.

#### Business Impact & Product Innovation

- Contribute to the ongoing innovation of diagnostic tools, leveraging cutting-edge research and technology.
- Align assessment methodologies with business performance strategies to drive measurable impact.
- Establish best practices for data integrity, consistency, and actionable insights.

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### **Qualifications Preferred (years of experience, education level etc.)**

#### QUALIFICATIONS

- PhD in Psychometrics, Psychology, Educational Measurement, or a related field.
- 8-12 years of experience in psychometric test development, validation, and analysis.
- Expertise in statistical software (e.g., R, SPSS, SAS) and programming languages (e.g., Python).
- Strong background in survey design, employee engagement metrics, and performance management.
- Proven ability to translate complex data into strategic recommendations for business leaders.
- Potential travel domestically and/or internationally.
- Current resident or able to relocate to the Philadelphia area.

#### WHAT WE OFFER

- A high-impact role with visibility and the opportunity to make a meaningful contribution to the company's success.
- Abundant opportunities for professional growth and career advancement in a supportive, collaborative environment.
- A dynamic, inclusive company culture that fosters innovation, teamwork, and a sense of belonging.
- A competitive compensation package, including salary, comprehensive benefits, and performance-based bonuses.

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### **How to Apply**

Please apply on our company website -- <https://www.gapinternational.com/job-openings/details/index/4876952004>

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## EMPLOYMENT OPPORTUNITY WITH ASCEND LEARNING

POSTING DATE: 7/10/2025

### Job Title

Psychometrician

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### FLSA Status (exempt, non-exempt)

Exempt

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### Position Status (full, part-time)

Full Time

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### Location (city, state)

Remote

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### Company Name + Description

Ascend Learning is the connection between a powerful portfolio of brands serving students, educators, and employers with outcomes-based, data driven solutions across the lifecycle of learning. Ascend Learning leads the way in innovation and solution creation to improve outcomes and deliver results for students, educators, and healthcare workers in the ever-changing field of healthcare. We offer advanced resources that drive nursing success, empower front-line certified allied health workers, help physicians pass boards and stay current, and provide education management tools for medical education programs.

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### Position Description

As a Psychometrician you will be responsible for assembling, analyzing, and scoring Ascend Learning assessment instruments for nursing, allied health, emergency services, fitness and many other student educational programs that educate, remediate, and certify students and professionals and other high-growth professions. You will apply psychological principles and statistical methods to ensure the reliability, validity, and fairness of our assessments in support of product development with the goal of ensuring the validity of scores provided to clients. In addition to operational psychometric work, you will design and conduct efficacy and predictive validity research and other forms of research that bolster the utilization of our assessments and learning products.

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### Essential Job Functions

#### HOW YOU'LL SPEND YOUR TIME

Provide psychometric/statistical analyses and interpretation of results using classical test theory, item response theory, equating, and standard setting methods to support product development.

Communicate technical psychometric concepts orally and in writing to all customer bases, including non-technical audiences.

Collaborate with cross-functional teams to problem-solve and find solutions for product development and for client (internal and external) service issues.

Analyze, research, and propose solutions to current and future measurement problems, and communicate those solutions effectively.

Contribute to various research agendas that aim to improve fairness, validity, and efficacy in our assessments and learning products.

Contribute to analyzing and reporting on state and national pass rates and retention

Design and conduct efficacy evaluations of learning products and assessments

Design and conduct predictive validity research

Document and disseminate research findings via presentations or publications.

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### Qualifications Preferred (years of experience, education level etc.)

#### WHAT YOU'LL NEED

PhD or a doctoral degree is required in educational research, measurement and statistics, or educational psychology with graduate level course work in measurement theory, classical test theory, item response theory, test equating, and advanced statistical modeling (eg, multivariate modeling, factor analysis, multi-level modeling, structural equation modeling).

A minimum of three years of related work experience is required.

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Proficiency in SAS, R, Python, and Winsteps for data manipulation and analysis tasks.

Experience conducting operational psychometric analysis (i.e. CTT, Rasch, equating, DIF) and creating psychometric documents and reports (e.g., statistical summary reports, reports summarizing procedural methods and results, policy and procedure manuals, professional manuscripts, and presentations).

Experience conducting psychometric and predictive validity research, including study design, data collection, data analysis, and dissemination of results.

Experience designing and conducting efficacy evaluations of learning products and assessments including differences in student usage or performance across student demographic groups.

Basic proficiency in database management, including experience working with relational tables and developing protocols for ensuring data integrity, and experience creating graphics, charts, and other data visualizations.

Experience planning and facilitating exam-related meetings or workshops (e.g., practice analysis, standard setting, item development) preferred.

Strong communication skills, both written and verbal and skilled in conveying complex, technical, or quantitative information to non-technical audiences.

Time management skills, including the ability to set priorities and a strong commitment to meeting deadlines, and high attention to detail.

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### How to Apply

Apply Here: <https://recruiting.ultipro.com/ASC1003/JobBoard/57b0d3c6-a250-9a6a-7787-1093a619de01/OpportunityDetail?opportunityId=08345fbd-bef6-48df-83d7-ebfd1734e25c>

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## EMPLOYMENT OPPORTUNITY WITH [ABEM](#)

**POSTING DATE: 6/24/2025**

### Job Title

Test Editor

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### FLSA Status (exempt, non-exempt)

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### Position Status (full, part-time)

(full, part-time) \* full-time

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### Location (city, state)

East Lansing, MI (Remote Eligible)

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### Company Name + Description

American Board of Emergency Medicine

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### Position Description

Test Editor – Medical Assessments

Hybrid (Michigan) or Fully Remote | Full-Time

The American Board of Emergency Medicine (ABEM) is seeking a detail-driven Test Editor to join our Assessment Services team. In this role, you'll shape the future of physician certification by editing and developing high-stakes medical exam content. You'll collaborate with physician volunteers and staff to ensure clarity, accuracy, and quality in written and graphic test materials.

#### What You'll Do:

- Edit and finalize complex medical exam items and cases
- Guide subject matter experts through item development
- Lead quality control and editorial processes
- Support exam workshops and certification events
- Contribute to innovation in editorial standards and workflows

#### What You Bring:

- Bachelor's in English, Journalism, or related field
- 3–5 years of editorial experience (medical/testing preferred)
- Exceptional grammar, communication, and organizational skills
- Ability to synthesize complex information and manage multiple projects
- Familiarity with AMA style, item banking platforms, and Microsoft 365

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### Essential Job Functions

- Edit and finalize complex medical exam items and cases
- Guide subject matter experts through item development
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**How to Apply**

Please visit the following website to apply: <https://abem.bamboohr.com/careers/46?source=aWQ9Mzc%3D>

**EMPLOYMENT OPPORTUNITY WITH Cognia POSTING DATE: 6/24/2025**

**Job Title**

Vice President Measurement

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**FLSA Status (exempt, non-exempt)**

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**Position Status (full, part-time)**

(full, part-time) \* full-time

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**Location (city, state)**

Remote, United States

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**Company Name + Description**

Education is ever-evolving. And so are we.

We seek passionate people from diverse backgrounds who are committed to helping improve the work of schools as a trusted partner in advancing learning. By joining the Cognia team, you will be immersed in a community of energetic and resourceful people dedicated to a common vision to impact and inspire education providers to advance and enable pathways of success for all learners. At Cognia we have developed a holistic approach to education that empowers schools to create real outcomes and optimize learning for students of all backgrounds, servicing more than 36,000 institutions, 5 million teachers, and 25 million students in 85 countries. When you join Cognia, you join a team of experts passionate about our mission and embracing our core values in everything we do.

The Assessment Services Division of Cognia has a clear mission: In partnership with states and districts, we design and build aligned, coherent, and high-quality assessment systems that support a model of continuous improvement and empower stakeholders to use critical academic performance data to improve outcomes for all students.

At Cognia, we recognize the critical role played by our teams in carrying out the organization's important educational mission. As a reflection of that recognition our exceptional benefits offerings include generous paid time off and holiday breaks, comprehensive insurance plans, and a 12.5% retirement savings contribution which is immediately vested, all effective on your date of hire. This represents a strong commitment by the organization to attract and retain the highest quality workforce – to ensure our continued ability to effectively serve our mission for years to come.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy-related conditions), sexual orientation, gender identity, marital status, national origin, age, physical or mental disability, citizenship, protected veteran status, genetic information or any other characteristics protected by local, state, or federal laws, rules, or regulations. Cognia is an Equal Opportunity Employer.

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**Position Description**

NATURE AND SCOPE:

Reporting to the Chief Assessment Officer, the VP Measurement will serve as the organization's leading expert in educational measurement. This position requires deep technical expertise as well as a spirit of innovation and will ensure the organization is at the forefront of excellence in assessment.

As a key member of the Assessment Services Leadership Team, the VP Measurement will oversee the Psychometrics and Reporting departments and work closely with state and district partners as well as internal corporate operational groups to ensure the validity, reliability, and efficiency of all operational psychometric processes

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- including related psychometric and analysis requirements. They have oversight responsibility for ensuring the delivery of all Cognia contracted psychometric analysis and reporting deliverables, according to contracted specifications, and client and company standards, timelines, and budgets. As an Assessment Services Leadership Team Member, they will lead their team in the development of goals and strategies as well as implementation plans.

The VP Measurement will serve as a subject matter expert on measurement issues more generally, serving as a leading spokesperson on behalf of the organization, advocating for best practices in psychometrics and reporting, and interfacing with senior-level clients and other internal/external stakeholders of Cognia's work, as needed.

This individual will also help lead the development of Cognia's proposal language and related psychometric strategies that are included in responses to applicable Requests for Proposals (RFP's) submitted by the organization, and will work closely with senior corporate management to define the technical support requirements of strategic goals and objectives, while also overseeing the conceptualization and design of research plans for statewide contracts, technical reports, and statewide testing programs, and/or other areas - in conjunction with teams under management.

Finally, this leadership role will develop and propose research opportunities and strategies working in collaboration with external subject matter experts in areas related to educational measurement.

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### **Essential Job Functions**

#### **PRINCIPAL ACTIVITIES:**

- Provide leadership and oversight to the Psychometrics and Reporting departments. Cultivate a high-functioning and collaborative team culture.

Oversee operational psychometric and reporting activities, and contribute to solutioning methodologies and approaches to psychometric analyses, scaling, equating, standard setting, etc.

- Represent Cognia as a leader and expert in educational measurement by engaging with professional organizations, participating on boards and committees, conducting research and presenting at conferences.

- Provide technical expertise to clients and policymakers, and present on relevant topics at Technical Advisory Committee meetings.

- Represent the company at client meetings and other high-level contract or external industry meetings to resolve important and/or complex measurement questions or issues relating to data components of education testing contracts or research programs in a manner that reinforces the company's reputation for quality, innovation, and leadership.

- Ensure and oversee the optimal use and application of technology to streamline, improve and integrate psychometric operations, and associated work in the areas of psychometrics, data management, integration, and analysis.

- Set a technical/research agenda for Cognia's Assessment Services and oversee the phases of the research process, including designing, development, monitoring, data analysis, report generation, and presentation. -Facilitate the streamlining of work processes, resulting in the delivery of high-quality products and services while meeting established timelines and schedules. This includes guiding the development of psychometric specific software and tools.

- Expand the definition of and monitor quality metrics and processes within division and associated departments.

- Lead planning and forecasting for their team's annual budget, capital cost expenditures, and staffing needs.

- Lead the psychometrics team in design, resource planning, and budgeting for Assessment Services RFP proposals.

- Provide coaching to internal team members and support career development planning.

- Champion the adoption and implementation of company strategy in Assessment Services.

- Performs duties and fulfills responsibilities that may, from time to time, include related or unrelated tasks.

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### **Qualifications Preferred (years of experience, education level etc.) JOB**

#### **REQUIREMENTS:**

#### **Education & Experience:**

- Doctoral degree in Psychometrics, Educational Measurement, Educational Psychology (with a concentration in Measurement, Evaluation, and Statistics), Quantitative Psychology, Statistics (with a concentration in education) or a doctoral degree in a related field accompanied by comparable work experience required

- A minimum of ten (10) years of broad-based assessment program experience in complex educational assessment or related settings, including:

- A minimum of five (5) years of experience managing staff;

- At least seven (7) years of large-scale assessment experience;

- Advanced knowledge of assessment program elements, including operational psychometrics, test development, and production workflow, and how those components need to be integrated and managed to ensure adherence to high standards of quality, accuracy, and efficiency

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- In-depth knowledge (including published research) of topics and issues in the field of assessment, including areas of research that support and advance the mission of Cognia, and its reputation for innovation and impact in the assessment industry
- Proven leadership and management skills in creating and leading educational measurement and research organizations, with a track record of strategic thinking, and problem solving
- Thorough knowledge of K–12 assessment, educational testing operations, and related services; ability to lead and manage complex systems and processes; demonstrated ability to lead and engage large work groups to reach desired objectives required
- Demonstrated proficiency in the use of psychometric software and tools including flexMirt, parscale, winsteps, etc., as well as proficiency in a scripting language including python or R required
- Advanced knowledge of industry issues and best practices, including item/test development, psychometrics, data deliverables, and production workflow, along with the ability to cost effectively scale and adapt production to meet the needs of different business segments required
- Advanced knowledge and/or experience with item response theory (IRT) and other advanced psychometric models required
- Demonstrated ability to define and drive an operational research vision, including identifying important issues/trends and taking advantage of or creating opportunities in support of the corporate mission required
- Broad political and technical understanding of current educational and assessment trends and practices as well as proven ability to successfully interact with colleagues, clients and stakeholders in the field on substantive issues required
- Proven experience in successfully managing and meeting operational and research budgets and relevant financial metrics required

### Core Competencies:

- Knowledge and ability to successfully manage (initiate, plan, execute, control and close) multiple projects and tasks in K-12 education
- Strategic thinker with strong analytical skills who can dissect complex issues and make thoughtful recommendations and action plans
- Ability to interpret research findings, contract deliverables, and trends to clients, policymakers, scholars, and the media
- Ability to establish credibility throughout the organization by effectively balancing strategic vision with tactical implementation
- Proven ability to persuade, build consensus and work on a collaborative team basis with all levels of management, internally and externally
- Results oriented and performance driven
- Ability to organize and prioritize work schedule of others on long-term (greater than 6 months) basis.
- Exceptional oral and written communication skills, including the ability to communicate technical information to both technical and non-technical audiences
- Ability to collaborate with team and staff members
- Think creatively and futuristically about global school/institution improvement
- Superior problem-identification and problem-solving skills; collaboration and exploration of issues concerning those problems; negotiation and integration of different viewpoints into an agreeable solution -Self-driven, motivated, organized, and detail oriented

Anticipated Travel (may include local, national, and/or international travel):

- Occasional travel (10-20%)
- Travel to All Staff Company Meeting required

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### How to Apply

Please visit the following website to apply:

[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=ebbb9e9f-4b7c-4d22-9984b930aaf04fa6&ccld=19000101\\_000001&type=MP&lang=en\\_US&selectedMenuKey=CareerCenter&jobId=5786](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=ebbb9e9f-4b7c-4d22-9984b930aaf04fa6&ccld=19000101_000001&type=MP&lang=en_US&selectedMenuKey=CareerCenter&jobId=5786)

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**EMPLOYMENT OPPORTUNITY WITH [Gap International](#) POSTING DATE:  
6/24/2025**

## <<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

### Job Title

Senior Psychometrician

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### FLSA Status (exempt, non-exempt)

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### Position Status (full, part-time)

(full, part-time) \* full-time

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### Location (city, state)

Philadelphia, Pennsylvania

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### Company Name + Description

Gap International is a global performance consulting company that works with executives and their organizations to produce extraordinary business results in the ever-changing marketplace. For nearly 50 years, Gap International has worked with over 50,000 executives in 1,500 organizations across 65 countries—from CEOs and executives of Fortune 1000 companies to entrepreneurs. Headquartered in Philadelphia metropolitan area, Gap International has experience in every major industry sector, including manufacturing, retail, energy, FMCG, pharmaceuticals, healthcare, technology, telecommunications, and financial services.

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### Position Description

Senior Psychometrician

Gap International, a leading global management consulting firm, is looking for an experienced and innovative Senior Psychometrician to join our Breakthrough Diagnostics team. In this role, you will lead the development of cutting-edge assessments that redefine how organizations measure and enhance performance. You'll collaborate with multidisciplinary teams to create innovative diagnostic tools, ensuring their accuracy, validity, and impact. If you're excited by the challenge of shaping the future of performance diagnostics, that drive both business growth and superior performance for our clients, this is your opportunity to make a real difference.

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### Essential Job Functions

#### RESPONSIBILITIES

#### Psychometric Development & Validation

- Lead the design, validation, and enhancement of assessment tools that drive organizational success.
- Ensure the accuracy, reliability, and validity of diagnostic products through rigorous validation studies. - Apply methods such as classical test theory, item response theory, and other psychometric models to optimize assessment effectiveness.
- Use quantitative and qualitative data analysis to extract meaningful insights that shape future diagnostics.

#### Collaboration & Consulting

- Partner with consultants, data scientists, and product managers to develop innovative measurement solutions.
- Serve as a trusted advisor, influencing decision-making and challenging conventional thinking at the highest levels.
- Provide thought leadership, authoring whitepapers and research reports that establish Gap International as an industry leader.

#### Business Impact & Product Innovation

- Contribute to the ongoing innovation of diagnostic tools, leveraging cutting-edge research and technology.
- Align assessment methodologies with business performance strategies to drive measurable impact. - Establish best practices for data integrity, consistency, and actionable insights..

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### Qualifications Preferred (years of experience, education level etc.)

- PhD in Psychometrics, Psychology, Educational Measurement, or a related field.
- 8-12 years of experience in psychometric test development, validation, and analysis.
- Expertise in statistical software (e.g., R, SPSS, SAS) and programming languages (e.g., Python).
- Strong background in survey design, employee engagement metrics, and performance management.
- Proven ability to translate complex data into strategic recommendations for business leaders.
- Potential travel domestically and/or internationally.
- Current resident or able to relocate to the Philadelphia area.

<<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

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**How to Apply**

Please visit the following website to apply: <https://www.gapinternational.com/job-openings/details/index/4876952004>

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**EMPLOYMENT OPPORTUNITY WITH HIDOE POSTING DATE: 6/24/2025****Job Title**

Test Development Specialist II

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**FLSA Status (exempt, non-exempt)**

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**Position Status (full, part-time)**

(full, part-time) \* full-time

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**Location (city, state)** Honolulu,  
HI

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**Company Name + Description**

The Hawaii State Department of Education (HIDOE) is a single, statewide public school district serving over 170,000 students across 294 schools. As one of the largest school systems in the United States, HIDOE is committed to ensuring equity and excellence for all learners. Our mission is to prepare students for college, careers, and citizenship by providing rigorous, relevant, and engaging educational opportunities from kindergarten through grade 12. We value innovation, community engagement, and continuous improvement in support of student success.

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**Position Description**

About the Opportunity

The position's key roles are to participate in the development and implementation of all statewide assessments associated with the state's accountability system and relevant federal laws. In addition, the position is part of the assessment team that ensures that these assessments meet all psychometric standards, Federal accountability regulations and guidelines and provides data and results that allows the state and schools to determine how well a student is able to demonstrate skills and understanding of the standards as well as measure student progress on the state's content standards

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**Essential Job Functions**

Test and Survey Development

Assists in the development of all phases of the statewide student assessment program and provides technical assistance in creating proposals, contracts and memoranda of agreement. This includes creation of work plans, and task timelines, coordination of tasks and collaboration with contractors, staff members and other state department branches and offices to ensure execution of tasks. Collaborates with staff members, contractors and other state department offices in the creation, review and recruitment of participants for test specifications, item specifications, test format and design, reports and evaluation instruments and blueprints for all statewide student assessment programs.

**Technical Assistance**

Provides technical assistance and assists with preparation of work plans and reports in compliance with all relevant federal and state requirements to school, complex and district personnel in the development, administration, communication and use of assessments instruments and data. Arranges or assists in conducting workshops and trainings in testing for schools, complexes and districts, stakeholder groups as well as making presentations.



## <<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

Assists with coordination of communication of statewide student assessment program information to state policy makers, local school administration, staff, parents and general public; assist with the receipt of communications from the public, members of the department and schools, and making recommendations for effectively dealing with issues.

Assists in the development, administration and compilation of responses of oral and written survey instruments and the statistical analysis of data gathered from their administration. Serves on task forces and committees related to the development, procurement, use analysis or interpretation of tests, surveys, and evaluation and accountability systems related to the department's assessment programs.

Assists in the preparation of special reports and testimonies in response to request from the legislature, Governor, Board of Education, and other agencies and individuals. Assists with monitoring and maintaining the budget for the statewide student assessment programs to ensure appropriate fiscal controls and requirements are followed.

Performs other related duties as assigned.

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### **Qualifications Preferred (years of experience, education level etc.)**

#### Minimum Qualifications

Education: Graduation from an accredited college or university with a master's degree in education with specialization in educational psychology, or with specialization in any other field of education, which included coursework in research and statistics in education, measurement and evaluation.

Desired Education: Specialization in science educational curriculum.

Experience: Six (6) years of responsible professional work experience in education, of which four (4) years shall have been in teaching, and two (2) years in educational testing and measurements.

Desired Experience: Experience as a science content specialist and demonstrating ability to understand and implement the state's science content standards.

Knowledge: Foundations of curriculum and instruction; instructional media and computers; foundations of American education; tests and measurements; principles of learning and individual differences; educational statistics; theory of measurement and evaluation; research and test developments, trends and current issues or problems pertinent to the areas of assignment; laws, rules, regulations and administrative procedures pertinent to the areas of assignment.

Desired Knowledge: Knowledge of test development and psychometrics.

Ability to: Provide leadership, planning and coordination in the area or areas of assignment; develop and analyze competency-based measures and tests; communicate effectively with others both orally and in writing; operate a computer and other business machines; maintain awareness of developments in educational tests and measurement.

#### Supplemental Information

**SALARY RANGE:** EOSR-7, \$110,136 to \$155,904.

Department of Education certificated employees will be placed on the salary range in accordance with Department regulations.

All others will be placed on the first step of \$110,136.

**WORK YEAR AND BENEFITS:** This appointment will be on a 12-month basis with vacation and sick leave provided according to applicable regulations. No remote, hybrid, or telework is allowed.

**POSTING CYCLE:** Vacant or unfilled positions may be internally and/or externally advertised on the 1st and/or 16th of any calendar month.

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### **How to Apply**

Please visit the following website to apply:

<https://www.schooljobs.com/careers/hawaiipublicschools/District/jobs/4871048/test-development-specialist-iiassessment-and-accountability-branch-79287>

<<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

**EMPLOYMENT OPPORTUNITY WITH [College Board](#) POSTING DATE: 6/24/2025**

**Job Title**

Psychometrician I

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**FLSA Status (exempt, non-exempt)**

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**Position Status (full, part-time)**

(full, part-time) \* full-time,  
2-year term

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**Location (city, state)** Remote,  
USA

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**Company Name + Description** College  
Board

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**Position Description**

About the Opportunity

As Psychometrician I you will play a pivotal role in shaping the future of millions of students by enhancing the SAT Suite of Assessments. Your work will directly impact the quality and accuracy of these assessments, ensuring they provide reliable and valid measures of student performance, aiding the ability of students to make informed decisions about their college and career pathways. By developing and leveraging advanced psychometric analyses, you will provide critical insights that help maintain the integrity and effectiveness of the assessments. Additionally, your psychometric operational and research work will contribute to the continuous improvement of assessment tools, ensuring they remain relevant and effective in guiding students towards successful futures.

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**Essential Job Functions**

In this role, you will:

Operational Psychometrics (60%)

Design and execute routine operational psychometric analyses for College Board assessments as assigned, including but not limited to item calibration and pretest analyses, DIF, and standard-setting, using standard and customized psychometric analysis tools and statistical software packages

Lead the development and improvement of operational processes

Apply evolving technologies, such as GenAI and other machine learning approaches, to enhance operational processes and address measurement challenges

Independently conduct quality assurance and quality control procedures and identify opportunities for improvement of quality and efficiency of workflow

Independently develop analysis code, documentation, and implementation of statistical and reporting systems

Be responsible for the design, quality, and execution of technical reports for internal and external clients

Psychometric Research (30%)

Independently conduct research consistent with the research agenda for the program and Psychometrics

## <<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

Conduct research that advances the team's ability to leverage and apply advancing technologies, for example GenAI, to our operational and research processes

Create and deliver presentations of research to internal and external audiences

Have papers accepted to major measurement conferences (such as NCME) where you are the first author and primary presenter at the conference

Be a named author in a professional publication in a peer-reviewed journal

### Collaboration and Communication (10%)

Represent the quality and credibility of SAT Suite assessments to internal and external stakeholders (e.g., state partners, technical advisory committees)

Collaborate with other College Board divisions by providing technical consulting for external research on product development and enhancements

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### Qualifications Preferred (years of experience, education level etc.)

A Doctorate in Psychometrics, educational measurement or a related field

At least three years of post-PhD experience in the field of psychometrics

Experience in an operational setting with item adaptive testing, response theory, classical test theory, equating, item and test analyses, DIF, standard setting, and other psychometric analyses is required

Operational experience with multiple statistical analysis tools (e.g., SAS, R, Python, flexMIRT, and GENOVA)

Demonstrated ability to design and conduct psychometric analyses, research studies, and complex statistical analyses

Demonstrated ability to leverage advanced technologies, such as GenAI or machine learning models, to improve operational efficiency

Ability to quickly and accurately work with new datasets and assessment data.

Ability to work in a collaborative environment that emphasizes quality, rigor, adaptability, and critical thinking

Excellent organizational, time management, and detail orientation skills

Excellent oral and written communication skills, including technical presentation, public speaking, interpersonal, and writing and editing skills

Strong problem-solving skills

The ability to travel 2-4 times a year to College Board offices or on behalf of College Board business

Authorization to work in the United States

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### How to Apply

Please visit the following website to apply: [https://collegeboard.wd1.myworkdayjobs.com/Careers/job/Remote--USA/Psychometrician-I\\_REQ002090](https://collegeboard.wd1.myworkdayjobs.com/Careers/job/Remote--USA/Psychometrician-I_REQ002090)

## <<SCROLL TO VIEW ALL POSTED OPPORTUNITIES>>

### Job Title

Psychometrician

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### FLSA Status (exempt, non-exempt)

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### Position Status (full, part-time) full-time

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**Location (city, state)** Remote,  
USA

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### Company Name + Description PA Education Association

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### Position Description

Are you looking for a place where innovation and collaboration join forces to support a vision of Health for All? Do you thrive in environments where you can roll up your sleeves and create and enhance an infrastructure that helps drive a national impact? The PA Education Association (PAEA) is looking for you: a creative, driven professional to join our team as a Psychometrician.

The Psychometrician supports PAEA's mission by engaging in the sound development, scoring, and reporting of PAEA's suite of exam programs. This position requires an understanding of statistical, measurement, and large-scale assessment theories and their applications. The Psychometrician serves as an in-house expert for the proper application of psychometric methods, independently conducting psychometric operations (e.g., item analysis, key validation, calibration, equating, scaling) and contributing to member assessment literacy.

Please include your resume and a cover letter when applying for this position.

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### Essential Job Functions

This position may be exposed to sensitive and confidential information daily, this individual is responsible for maintaining the confidentiality that knowledge of such warrants. In this position, employees must respect and protect the privacy, confidentiality, and security of all personal information to which they have access in the performance of their duties for PAEA, in accordance with PAEA's Privacy Policy and the PAEA Employee Handbook that all employees must sign.

### Specific Responsibilities:

Analyze test-, item-, and option-level data using Classical Test Theory (CTT) to support item development and test validation.

Conduct IRT and Rasch model calibration and estimation to ensure the precision and fairness of assessments.

Perform equating and scaling for exams to maintain score comparability across different test forms and administrations.

Develop, maintain, and update standard documentation for psychometric processes, including technical manuals and reports.

Carry out item bank analyses and statistical audits to ensure item quality, content coverage, and test reliability.

Assist in the construction of test forms, ensuring alignment with test specifications and psychometric guidelines.

Contribute to both short- and long-term planning of exam development and psychometric tasks.

Collaborate with team leadership to plan and execute psychometric projects and studies for the improvement or refinement of PAEA's suite of exams.

Identify opportunities to share PAEA Assessment through conferences and journals, and engage in the broader measurement community.

Monitor the literature to stay abreast of developments in the field of measurement and on opportunities for PAEA.

### Other Duties

The duties and responsibilities listed above are representative of the nature and level of work assigned and are not necessarily all-inclusive. Duties, responsibilities, and activities may change at any time with or without notice.

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### Qualifications Preferred (years of experience, education level etc.)

#### Required

PhD in Psychometrics, Quantitative Psychology, Educational Psychology, Measurement, or related field. MS in such a field with 5+ years of experience will be considered.

Deep understanding of Classical Test Theory, IRT, and other foundational measurement concepts, models, and theories.

Proficient in R programming language.

Ability to run and evaluate the results of psychometric software, interpret results, and communicate them in writing and orally.

Excellent analytical and problem-solving skills, with ability to communicate with audiences of varying technical skill levels and across different mediums (i.e., live virtual interactions and written communication).

Strong proficiency in Microsoft Office, including Teams, Outlook, Excel, and Word.

Strong skills in interpersonal communication, organization, time management, productivity, efficiency, and managing multiple tasks/projects simultaneously.

Detail-oriented with a commitment to producing high-quality work.

Ability to work independently and meet deadlines, requiring little supervision and demonstrated success at working remotely and with a remote workforce.

#### Preferred:

3+ years of experience as psychometrician, psychometric analyst, or test developer.

Experience in standard setting and job/task analysis or content blueprinting.

Experience/Expertise in R Shiny and R Markdown.

Experience with different data structures and formatting (SQL, JSON, XML, etc.)

#### ADA Specifications

Must be able to perform essential duties satisfactorily with reasonable accommodation.

#### Travel Requirements

Periodic travel will be required for this role to all-staff meetings, PAEA events, professional development opportunities, and any other meetings as deemed necessary.

#### Essential Functions:

Reasonable accommodation may be made to enable individuals with disabilities to perform these essential functions.

#### Work Environment & Benefits

This position is remote, with no in-office presence required.

The individual in this position must be authorized to work in the United States.

PAEA offers a competitive salary and benefits that considers external market compensation and maintains internal equity. The salary range for this position is \$92,000- \$100,000 annually. The benefits package includes health, life, and disability insurances; paid time off and holidays; a 403(b) retirement plan with an 8% employer contribution; monthly wellness stipend, professional development funding, tuition assistance, and other benefits.

#### Fairness and Accessibility

PAEA is committed to fairness and accessibility in all areas of its business activities, including employment, management, procurement and contracting. As such, it is the policy of PAEA to afford equal opportunity in employment and contracting without regard to race, color, national origin, sex, religious preference, age, sexual orientation, genetic information, gender identity, status as a parent, disability, veteran or any other status protected by applicable US law.

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### How to Apply

Please visit the following website to apply:

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[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=04413636-6ab0-44e2-ac2bc6736caaa550&ccld=19000101\\_000001&lang=en\\_US&jobId=550388](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=04413636-6ab0-44e2-ac2bc6736caaa550&ccld=19000101_000001&lang=en_US&jobId=550388)