



CHIEF PSYCHOMETRICIAN

Do you want to have fun at work by joining a revolutionary and high energy team? Do you have statistical expertise, grit, perseverance, vision, and an entrepreneurial spirit? Do you possess the theoretical acumen to design sophisticated research and the project planning skills necessary to administer successful implementation? Do you embody integrity, value relationships, and possess exceptional people skills?

Are you energized by risk, highly creative and/or unwaveringly pragmatic as the situation warrants and able and willing to perform duties and accomplish objectives that may be considered to lie above and beyond your field of expertise? Are you interested in flourishing in a fast-paced start up environment?

TeacherMatch needs a fun-loving, brilliant, experienced senior-level psychometrician who can skillfully break complex psychometric concepts down while patiently guiding and enlightening colleagues who enthusiastically, yet all too often erroneously, use terms such as "reliable," "standardized," and "correlated."

TeacherMatch is a revolutionary new start company that will soon be a part of a well-established educational services organization as its own unique product line. As such, TeacherMatch will marry the high energy and excitement of a new start team with the stability, infrastructure, and respected reputation of a decades-old organization with existing contracts in over 500 school districts. We have a strong national network of leading educational organizations who are extremely excited to be working with us on the design of a SaaS based predictive screener that will revolutionize the way teachers are hired. The **mission** of TeacherMatch is to boost student achievement and growth and enhance the teaching profession by placing as many high quality teachers in classrooms as possible through the use of predictive analytics. Our **vision** is a nation where every school district boasts a thoughtful, efficient hiring process designed to identify the most talented teachers.

THE ROLE

This Chief Psychometrician is a senior-level leader who will be responsible for designing and administering a research project that will enable us to develop a single statistically

sound educational test. The individual will also be responsible for working with a range of partners to establish infrastructure and operationalize processes that will produce data that will enable us to continuously refine and improve the test over time. As such, the individual will be responsible for meeting with customer stakeholders to structure the appropriate feedback loops, oversee data collection and analysis, and ultimately assisting in the development of a first-rate test.

The Chief must demonstrate the ability to adapt to changing situations and competing requests, while maintaining a focus on customer service and the iterative improvement of a single test. The ideal candidate will be an innovative researcher who is passionate about educational reform and applied research, enjoys working in a fast-paced environment and is capable of effectively managing people and projects.

Please be mindful that candidates must meet the minimum experience and expertise levels listed in the required qualifications section below. For example, **this senior level position requires a PhD and at least 4 years of highly successful professional experience in measurement or applied statistics with at least 2 of those years involving large-scale psychometric test development.**

SALARY BAND

\$100,000 - \$130,000 based on qualifications and experience + benefits.

KEY RESPONSIBILITIES

Research Design

- Assume primary responsibilities for designing, developing, and documenting technical and operating procedures and statistical guidelines related to the validation of an educational test.
- Collaborate with external stakeholders to develop research processes and specifications for all prospective research studies and assess all statistical methods and research plans and results for reasonableness and accuracy.
- Select appropriate research methodologies, develop budgets and schedules, identify appropriate data collection and analysis strategies, and provide proper interpretation and reporting of results.
- Identify program, research and measurement-related problems and opportunities and their psychometric implications.
- Assume primary responsibilities for designing, developing, and documenting technical and operating procedures and statistical guidelines for assigned programs.

Test Development and Review

- Work closely with others in the construction of test items and the preparation of items for various testing purposes.
- Critically review test design and test items created by others while recommending actions to resolve problems with either.
- Assist in all stages and phases of the test development process from the inception of a test through its final printing and post-administration follow-up activities.
- Design, develop, and implement measurement and evaluation strategies to assess the effectiveness of a single test.
- Consult with design and content development teams to integrate measurement into test design and assessment to improve test's psychometric properties while periodically proposing steps to improve test's scaling, equating, reliability, and validity.
- Develop test-related surveys and studies as needed.

Field-Based Research

- Design and administer feedback loops that enable test-related data to be efficiently and economically collected on an ongoing basis as the test is repeatedly utilized across various sites.
- Collaborate with project teams and site-based stakeholders to ensure that desired data is obtained in appropriate manner.
- Design and administer retrospective research studies that led to continuous improvement of the test's psychometric properties.
- Identify program, research and measurement-related problems and opportunities and their psychometric implications.
- Lead evaluation research including data collection, analysis, focus groups, and interviews with stakeholders, project leaders and participants.

Data Analysis and Interpretation

- Plan, coordinate, and conduct the statistical work required for score reporting and data interpretation for multiple basic programs and/or segments of complex testing programs.
- Designs, documents, (including technical specifications), and conducts analyses for item calibration, linking, and equating
- Develop score interpretation materials and testing program publications. Conduct

and report on complex research. Work independently on most phases of statistical analysis.

- May be required to provide guidance to less experienced psychometricians.
- Presents technical information to different audiences, (e.g., senior leadership, client groups, professional associations or technical advisory committees), with guidance from more senior research scientists
- Prepare test-related materials for program publications such as descriptive or instructional brochures.
- Work with sales and marketing team to develop promotional literature that touts the psychometric properties of the test, establishes the superiority of the test in comparison to its competitors, and highlight the benefits the test presents to the prospective customer

QUALIFICATIONS

Required

- Demonstrated proficiency with evaluation/assessment design, item response theory, criterion reference testing, test validation, assessment development and administration, and survey research design and administration
- Must be thoroughly aware of new research methodologies and technical advances described in current statistics literature
- Strong written and oral communication skills particularly in the area of technical writing
- Ability to work effectively as a member of a team in a consulting environment.
- Ability to solve complex conceptual problems; and implement problem solutions proactively.
- **Ph.D.** in Statistics, Psychological Measurement, Education Measurement, Psychometrics, or related field with an emphasis on quantitative analysis or psychometrics.
- At least **four years** professional experience in educational measurement or applied statistics
- At least **two years** of experience in large scale psychometric test development

Preferred

- Extensive experience with student growth models and value-added models
- Intimate awareness of current trends in educational research and issues related to teaching and learning quality in particular.
- Familiarity with computer-based testing, item banks and related tools and technology
- Willingness and ability to effectively challenge and influence peers, customers and leaders
- Experience supervising others

HOW TO APPLY

Please do NOT apply for this position unless you meet the required experience and expertise levels mentioned above. **Interested candidates should fill out an online application at: application.teachermatch.com.** Questions can be emailed to hiring@teachermatch.com.

TeacherMatch is an Equal Opportunity Employer

Thank you for considering an application for employment with the TeacherMatch team! As an equal opportunity employer, TeacherMatch values diversity of all kinds in our effort to create a stellar workforce of committed and passionate team members. Once you submit an online application, a team representative will be in touch via email if there is a desire for further follow up.