

We Work to Protect Investors. Join our Team.

FINRA is seeking a well-qualified individual for our **Lead Psychometrician** opening in our **Rockville, MD** office. To be considered for this position, please submit your resume through our career site at www.finra.org/careers and enter Job #1208 - no phone calls, please.

Job Summary:

The Lead Psychometrician will oversee psychometric activities in support of FINRA's qualification examination and continuing education (CE) programs. The position will develop, manage and/or implement procedures and analytical techniques to assess the psychometric properties of examination and CE programs. The Lead Psychometrician will serve as a mentor and train psychometricians and senior psychometricians on systems and procedures associated with psychometric analysis and assessment. The position will be responsible for the development and oversight of quality control procedures for the department and departmental systems that store and maintain qualification examination and CE content and data.

Essential Job Functions:

- Manage programs/examinations; oversee data analyses for scoring and reporting functions.
- Manipulate and maintain large data sets.
- Conduct various statistical analyses and quality control activities.
- Lead job analysis projects for exam programs.
- Manage data collection activities, survey research design and analysis.
- Advise on the planning and implementation of various validation activities (e.g., development of test blue prints resulting from job analysis studies) and standard setting studies. Oversee the analysis of data for these activities.
- Monitor and evaluate new developments in measurement theory and application.
- Identify developments that may enhance test delivery (e.g., different models for test delivery - LOFT, testlet, adaptive), item construction (e.g., innovative item types), score interpretation reports, and/or assessment of the psychometric properties of examinations.
- In partnership with senior staff and management, oversee the development and implementation of new approaches for the psychometric assessment of exams.
- Lead research projects (e.g., implement research design, analyze results and report findings).
- Propose new methodologies to address various psychometric issues.
- Train and mentor measurement services staff on all aspects of monitoring the psychometric performance of qualification examinations and CE programs.
- Serve as a resource to other staff on assessment and measurement matters.
- Serve as a liaison between the business unit, product management, and information technology on measurement-related operational and/or system issues (e.g., ensure that all algorithms related to item selection and test scoring are implemented according to requirements).
- Develop and maintain the measurement services unit procedure manual.
- Monitor and assess staff's adherence to procedures and suggest improvements to streamline processes.

Education/Experience Requirements:

- Master's Degree in psychology, industrial/organizational psychology, or education, with an emphasis on psychometrics, measurement and assessment, or a related field (e.g., statistics, mathematics, computer science) and seven years of relevant work experience; or equivalent combination of education and work experience is required.
- Doctorate degree preferred.
- Experience in performing statistical equating and scaling based on classical and modern test theory (IRT) and implementing research designs and statistical methods for data analysis is required.
- Experience in, and in depth knowledge of, exam development, test question development and management, and test delivery methodology required.
- Experience in conducting standard setting studies required.

- Ability to work in a team environment, to prioritize work, and meet deadlines is essential.
- Strong interpersonal skills with excellent communication skills (both oral and written) are critical to effectively work with diverse groups of stakeholders and constituents.
- Must be proficient with all standard office software, with advanced proficiency in Excel and statistical software packages (e.g., SAS, SPSS).
- Experience in conducting job analysis studies, including survey development and analysis is required.
- Knowledge of cognitive psychology and learning theory as related to measurement and assessment is preferred.

Working Conditions:

- Work is performed in standard office environment.
- Overnight travel and extended hours may be required.

The information provided above has been designed to indicate the general nature and level of work of the position. It is not a comprehensive inventory of all duties, responsibilities and qualifications required

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FINRA strives to make our career site accessible to all users. If you need a disability-related accommodation for completing the application process, please contact FINRA’s accommodation help line at 240.386.4865. Please note that this number is exclusively for inquiries regarding application accommodations.

In addition to a competitive salary, comprehensive health and welfare benefits, and incentive compensation, FINRA offers immediate participation and vesting in a 401(k) plan with company match. You will also be eligible for participation in an additional FINRA-funded retirement contribution, our tuition reimbursement program and many other benefits. If you would like to contribute to our important mission and work collegially in a professional organization that values intelligence, integrity and initiative, consider a career with FINRA.

Please note: FINRA’s [Code of Conduct](#) imposes restrictions on employees’ investments and requires financial disclosures that are uniquely related to our role as a securities regulator. As standard practice, employees must also complete FINRA’s Employee Confidentiality and Invention Assignment Agreement and comply with the company’s policy on nepotism.

About FINRA

The Financial Industry Regulatory Authority (FINRA) is the largest independent regulator for all securities firms doing business in the United States. FINRA’s mission is to protect America’s investors by making sure the securities industry operates fairly and honestly. All told, FINRA oversees nearly 4,600 brokerage firms, about 164,000 branch offices and approximately 632,000 registered securities representatives.

FINRA’s independent regulation plays a critical role in America’s financial system and touches virtually every aspect of the securities business—from registering and educating industry participants to examining securities firms; writing rules; enforcing those rules and the federal securities laws; informing and educating the investing public; providing trade reporting and other industry utilities; and administering the largest dispute resolution forum for investors and registered firms. We also perform market regulation under contract for the major U.S. stock markets, including the New York Stock Exchange, NYSE Arca, NYSE Amex, The NASDAQ Stock Market and the International Securities Exchange.

FINRA has approximately 3,000 employees and operates from Washington, DC, and New York, NY, with 20 regional offices around the country.

In today's fast-paced and complex global economy, FINRA is a trusted advocate for investors, dedicated to keeping the markets fair and proactively addressing emerging regulatory issues before they harm investors or the markets.

Find out more about us and how we work - and view our current openings - at www.finra.org/careers.

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