



Job Description – Psychometrician

Job Summary

The Psychometrician is responsible for translating customers' strategic business goals into human performance requirements and designing measurement solutions that measure the impact of learning on those requirements. This individual is responsible for conducting meetings with customer stakeholders to structure and oversee data collection, analyze the data, and present measurement solutions to executive level customers. The Psychometrician must demonstrate the ability to adapt to changing situations and competing requests, while maintaining a focus on customer service. This role should be performed in a way that is consistent with the assessment "swim lane" built in to the 10-Year Planning Process. The 10-Year Plan is a strategic initiative to develop personnel through the first ten years of his/her career. The curriculum is built based on business objectives and individual accomplishments.

Key Responsibilities

- Develop an overall department measurement strategy consistent with assessment approach.
- Design, develop, and implement measurement and evaluation strategies to assess the efficiency and effectiveness of learning initiatives on performance.
- Design and conduct an array of evaluation and learning assessment projects with emphasis on documenting best practices; analyzing, summarizing, and presenting learner feedback; and demonstrating the effectiveness, business results, and Return on Investment for courses, programs, initiatives, and curricula.
- Collaborates with project teams to strategize, design, develop, and execute evaluation and assessment plans for specific projects and initiatives.
- Lead evaluation research including data collection, analysis, focus groups, and interviews with stakeholders, program leaders, and participants using formative, summative, qualitative, and quantitative methodologies.
- Analyze Level 1 evaluation data from all traditional and blended learning solutions and present key findings to stakeholders.
- Work with project teams to design and develop valid and reliable Level 2 evaluation assessments for both classroom and eLearning modalities.
- Design and execute Level 3 evaluation studies for key initiatives in collaboration with others.
- Determine when Level 4 and 5 evaluations should be done.
- Design and execute Level 4 and Level 5 (ROI) evaluations for select initiatives.
- Participate in the collection, interpretation, documentation, and summary of quantitative, longitudinal, and multivariate data in support of teaching and learning; help to establish procedures for gathering data through observation, interviews, surveys, and other sources; coordinating the administration of surveys through various media as well as the web, email, and telephone.
- Advanced-level use of relevant tools, including testing and survey platforms, statistical analysis, and data presentation tools. Maintains familiarity with best-in-class tools available in the market and makes recommendations.
- Consults with design and content development teams to integrate measurement into learning design and assessment to achieve valid, reliable, and measurable results.
- Coaches Subject Matter Specialists and instructional design personnel on writing effective assessments.
- Accountable for the currency and quality of assessments and evaluations.
- Consult with executive, senior, and middle managers to determine needs and communicate data findings.
- Provide thought leadership, establishing our reputation as a leader in the area of measurement and evaluation.



Qualifications

- 10-15 years of progressive experience in all facets of learning design and development, with a minimum of 5 years consulting experience.
- 4-7 years experience assessing learning (designing and writing assessment items, linking with the instructional design function, analyzing results) in business environments.
- Bachelor's degree in Instructional Design, Education, Communication, Organizational Design, Psychology, or other equivalent curriculum that focuses on learning.
- Experience working with Fortune 1000 corporations at all levels of management.
- Oil and gas industry experience preferred, but not required.
- Deep understanding of the assessment of learning in the context of performance including, psychometrics, statistics, instrument and item design, adaptive learning theory/practice.
- Demonstrated proficiency with evaluation/assessment design, item response theory, criterion reference testing, test validation, assessment development and administration, and survey research design and administration.
- Demonstrated success implementing higher-level evaluation of learning (Kirkpatrick L3-4; Phillips L5).
- Significant experience conducting both formative and summative assessments.
- Familiarity with computer-based testing, item banks, and available tools
- Demonstrated research and analysis skills.
- Current knowledge of learning and performance industry innovations. Connected with applicable professional organizations and maintains accessibility to industry resources.
- Strong consulting capability with strong interpersonal, presentation and facilitation skills.
- Strong level of professionalism, executive presence and credibility, able to effectively challenge and influence peers, customers and leaders.
- Broad business acumen, strong written and oral communication skills.

Any interested candidates should forward their resumes to my attention, (see below). This is a full time position located in Houston Texas . If you live outside the Houston area a relocation package is provided through the company. If you have any questions, please do not hesitate to contact me directly.

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