Job description

# Senior Psychometric Researcher

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| Overview | AlphaPlus’s senior psychometric researcher will be a specialist in the technical area of assessment statistics. Working within the research team, and as a line report to the director of research, the postholder will provide high quality psychometric outputs as part of AlphaPlus’s educational research and consultancy services.  The postholder will be able to function independently, leading whole projects or substantial elements of projects. S/he will be able to take decisions concerning assessment research methodology and interpret findings.  The postholder will have high quality written and spoken communication skills. |
| Key purpose of the job | * To act as a psychometrician on AlphaPlus projects, including leading certain whole projects or parts of large projects. * To carry out project management, support and co-ordination tasks to assist the smooth running of AlphaPlus projects. |
| Typical project responsibilities | * + Providing evidence-based advice and guidance on best practice. * Supporting the statistical validation of assessment through psychometric analysis. * Undertaking comprehensive research and analysis, and working with the wider team to integrate findings into the continued development and quality improvement of assessments. * Managing the receipt and quality assurance of psychometric outputs to the highest standard. * Liaising with suppliers of data to clarify psychometric elements and deal with errors. * Merging, managing and processing datasets. * Undertaking descriptive and inferential data analysis as part of pre-planned and ad hoc activities. * Undertaking interpretive work to help elucidate the implications of research findings. * Managing data resources (maintaining data securely, etc). * Writing project reports. * Liaising directly with clients to specify requirements and report findings. * Planning and delivering internal and external training relating to assessment statistics and an understanding of psychometric measurement and outputs. |
| Typical Outputs | * Psychometric and statistical analyses (coefficients, tables and charts). * Statements as to the meaning of statistical analyses. * Complete project reports (subject to professional vetting by AlphaPlus directors). |
| **Key relationships** | |
| Internal | Project leaders  Fellow researchers  Fellow research team members (as a line manager)  Line manager |
| External | Project clients  Associates  Fellow researchers (e.g. at conferences) |
| **Resources for which the job holder is accountable** | |
| People | Managing internal and external clients (see previous section), including line management responsibilities. |
| Assets | Data (e.g. retaining information in compliance with data protection guidelines). |
| Budgets | N/A |
| **Person specification** | |
| Personal attributes | * Attention to detail (E). * Understanding of need to treat respondents’ data appropriately (E). * Commerciality:   + participating actively and willingly in activities to generate new business (E);   + creative in thinking of how to win new work (E). * Customer service: communicating effectively with external and internal customers (E). * Good relationship management skills (E). * Ability to work independently to high quality (e.g. leading small-to-moderate whole projects, or elements of large projects) (E). * Ability to communicate findings in writing and verbally to a range of audiences (E). * Ability to assure the quality of own outputs (E). * Proficiency in R (D), or coding in similar software (SAS, SPSS, etc) and ability to learn R (E). * Knowledge of classical test theory, item response theory, DIF analysis, and regression analysis techniques (D). |
| Professional/ technical competencies | * Project management skills (E). * Master’s degree level or higher in psychometrics, statistics, psychology, mathematics or other highly numerate subject (D) or equivalent experience (E). * High level assessment research skills (E). |
| Relevant experience | * Professional experience as a psychometrician/statistician or assessment researcher (E), ideally in an awarding or other assessment organisation or educational institution (D). * Proven track record of delivering high level research projects/outputs (E) preferably assessment research (D). |