Job Posting

Position: Lead Psychometrician
Term: Two Years (Full Time)
Compensation: BCCNP offers a competitive compensation package that includes extended health and benefits
Location: 200 Granville St., Vancouver, BC
Start Date: Immediately

THE OPPORTUNITY
We have a unique opportunity for a skilled psychometrician. Do you enjoy designing and evaluating measurement models? Would you welcome the opportunity to put your skills to the test on one of the most innovative and creative approaches to performance-based assessment in the country? If so, consider bringing your talents to the Nursing Community Assessment Service (NCAS)!

NCAS is looking for an experienced Psychometrician to support its ongoing and future assessment activities. This Vancouver-based position focuses on providing psychometric expertise to the ongoing refinement and evolution of NCAS’ multi-pronged assessment approach that includes: a long-form, Objective Structured Clinical Examination (OSCE)-like performance-based simulation-lab assessment; a multiple-select computer-based, case-based assessment; and an in-person oral assessment aimed at evaluating clinical judgement. The completion of all three components leads to the issuance of a performance report.

Reporting to the Director of Assessment Development, the Lead Psychometrician supports a range of activities from the establishment of scoring methodologies and design of assessment instruments to the analysis of items, and production of results and statistical data. NCAS is disrupting the assessment space with its innovative approach to assessment. This position offers an exceptional opportunity for an exceptional individual interested in developing and implementing new performance assessment models, strengthening reliability and validity approaches, and applying foundational psychometric and statistical research.

WHO WE ARE
The Nursing Community Assessment Service is a department within the BC College of Nursing Professionals. BCCNP is the largest nursing regulatory college in western Canada, and is empowered under the Health Professions Act to regulate the practice of all licensed practical nurses, registered nurses, registered psychiatric nurses and nurse practitioners in BC.

BCCNP launched NCAS in January 2017 as an innovative service for assessing the competencies of nurses and health care aides seeking licensure in BC. Our high-stakes assessment is designed to provide a consistent, rigorous and defensible approach to determining the extent to which potential registrants possess the competencies required to enter practice safely. NCAS will be launching in three additional provinces in 2020 – New Brunswick, Nova Scotia and Prince Edward Island – and has been approached to develop performance-based assessments for other health care professions.

Our office rests on the unceded and incomparably beautiful territories of the Musqueam, Squamish and Tsleil-Waututh nations. Surrounded by ocean and mountain views, steps from the SkyTrain,
and with running paths and kayaking routes at your doorstep, BCCNP welcomes you to the heart of Vancouver’s vibrant downtown core.

**RESPONSIBILITIES**

The Lead Psychometrician is responsible for supporting the development of assessments that meet high professional standards for validity and reliability, and that reflect the vision of NCAS and BCCNP. The Lead Psychometrician will:

- Lead the development, refinement and analysis of performance assessment instruments, conventional test methodologies, standard setting and validation activities associated with the assessment of nursing competencies;
- Interface with multiple stakeholders and technology providers to ensure accurate and seamless data flows;
- Create and implement quality-control procedures for scoring;
- Develop, implement and evaluate standard-setting and product-improvement processes, including the facilitation of discussions with subject matter experts and stakeholders;
- Provide daily psychometric consulting, problem solving and innovation in support of the ongoing assessment operations and new assessment builds, including using IRT, item analysis, forms construction and equating, reliability and validity analyses, etc;
- Work closely with the Director of Assessment Development to create and launch content development training tools, and conduct analysis in support of content development;
- Maintain and/or provide oversight of testing platforms, vendors and databases;
- Draft public and technical reports on the assessments;
- Identify and carry out independent research in support of assessment activities;
- Present research findings, represent the organization and share innovations at professional conferences and/or through publication of research articles

**QUALIFICATIONS, SKILLS AND KNOWLEDGE**

- Minimum Masters but preferred Ph.D. in Measurement and Evaluation, Cognitive, Quantitative or Industrial/Organizational Psychology (with a concentration in Psychometrics), statistics or educational equivalent in a closely related quantitative field;
- At least six years of experience in an applied measurement or statistical analysis environment;
- At least six years in designing and conducting psychometric analysis in a test environment;
- Expertise with a variety of statistical models used in testing (e.g. classical test theory, generalizability theory, factor analysis, HLM, norms development, and item response theory);
- Competence in the use of advanced statistical analysis software (R preferred; SAS, SPSS, Mplus, Winsteps, BILOG and/or PARSCALE and Python) and the ability to retrieve data from databases (SQL required);
- Familiarity with professional testing standards (e.g., ISO 17024, NCCA, Joint Technical Standards);
- Experience managing testing programs with small volumes;
- Strong project management background, preferably in technical education, certification, or credentialing services. Aptitude to quickly come up to speed on new concepts;
- Exceptional research skills and a curiosity for staying current with the field of assessment;
• Demonstrated initiative-taker, with strong organizational skills and the ability to meet deadlines;
• Demonstrated ability to prepare analytic plans, monitor progress, and track timelines;
• Highly collaborative, with strong interpersonal skills to work with various stakeholders in the assessment development and reporting process;
• Ability to work independently and collaboratively within a team;
• Demonstrated ability to prepare effective visual presentations of complex data;
• Ability to thrive and take initiative in an environment of ambiguity and change;
• A passion for doing meaningful work that will make a significant difference to the lives of nursing professionals globally.

HOW TO APPLY:

Please forward your resume and cover letter, indicating where you learned of this opportunity, to careers@bccnp.ca. The intake of applications is ongoing. BCCNP wishes to fill this role immediately.

To learn more about our organization, please visit www.ncasbc.ca. Thank you for your interest in the BC College of Nursing Professionals, and the Nursing Community Assessment Service.

While we appreciate all applications, only short-listed candidates will be contacted.