

## Senior Consultant- Assessment

### ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Work closely with clients and prospective clients to craft programs to solve problems, capitalize on opportunities and improve business outcomes.
- Plan for and conduct job analyses using multiple methods (e.g., structured questionnaires, focus groups, observations, etc.), write job analysis reports, and present findings and conclusions to clients.
- Plan, conduct, analyze, and write-up predictive and concurrent validation studies and present results, conclusions, and recommendations to clients.
- Support business development efforts (e.g., sales presentations, marketing material development; community/professional service).
- Facilitate implementation of selection systems, including user training, follow-up validity and adverse impact studies, and client support.
- Support infrastructure development through the development and validation of new assessment methods, measures, and processes.
- Conduct and report research of interest to the scientific and practitioner communities (e.g., submit papers to professional journals, make presentations at conferences, etc.).

### QUALIFICATIONS:

- Proficiency in SPSS, SAS, or BILOG and basic office software.
- Excellent written communications, verbal communications skills, quantitative, and methodological skills.
- Good organizational skills and the ability to work independently.

### EDUCATION/TRAINING/EXPERIENCE:

- Ph.D. in I/O psychology (with a particular emphasis and interest on the "I" side).
- Strong background in psychometrics, measurement theory (IRT), and statistics.
- Current license (TX or NE) a plus.
- Five years of previous consulting experience.

We offer a competitive salary and great benefits including health, dental, life, short-term and long-term disability, 401k, Flex plan, PTO, and paid holidays. To be considered for this position, please send your resume with salary requirement to [cara.shank@kenexa.com](mailto:cara.shank@kenexa.com).