

Patrick Rolwes

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CAREER OBJECTIVE

Experienced Organizational Psychologist and Data Scientist with over 4 years of experience in survey design and statistical analysis. Proficient in designing surveys, analyzing complex data sets, and translating insights into strategic actions.

PROFESSIONAL EXPERIENCE

Manager of Research and Development

February 2023–Present | Leadership Worth Following – Irving

- Supported clients with ongoing data analysis to ensure their talent solutions were effective, predictive, and providing value to the business.
- Designed custom selection assessments for client use, to help hire and select the best fit to role and/or organizational culture.
- Conducted job and competency analyses for clients to help drive their selection processes.
- Developed dashboards and visualizations that improved the ease of interpretation of assessment results for clients, at both the individual and organization level.
- Supported the development of multi-level customized assessment centers for a major retail organization to better assess the desired characteristics of future leaders.
- Merged and cleaned all assessment and organizational data into a single database to improve access to data and ease of analysis.
- Participated in assessment processes (e.g., scoring assessment simulations, providing feedback, and writing reports) for manager- through executive-level coaching engagements.

Personnel Research Psychologist

June 2020–February 2023 | United States Air Force – San Antonio

- Improved survey methodologies by reducing redundancy in survey data, leading to **time savings of 20%-30%** in survey research.
- In addition, led team in research and implementation of new techniques used to improve Air Force job analysis surveys, including both **reducing resources needed by a minimum of 50%** and **improving the evaluation of data accuracy**, greatly improving the quality of our research

- Conducted job analysis to align training development, promotion testing, and career field benchmarking to the relevant job-specific KSAOs.
- Developed and Validated Air Force Foundational Competencies and 360 Assessment through a series of studies that identified key differentiators of success at the Air Force.
- Conducted organizational needs analysis using both quantitative and qualitative data.

Learning and Development Associate

May 2019–January 2020 | MiTek USA – St. Louis

- Researched and developed surveys to determine company training needs, leading to more targeted training.
- Managed the company's worldwide LMS, ensuring mandatory training was received and virtual training was available.
- Data entry of confidential employee information to ensure accurate data reporting.

Recruitment Specialist

January 2019–April 2019 | Oxford Solutions – Pittsburgh

- Assisted recruiters in selection and assessment of candidates.

EDUCATION

May 2021 | **St Mary's University - San Antonio, TX**

M.S., I/O Psychology, Distinguished Graduate

May 2019 | **Franciscan University of Steubenville - Steubenville, OH**

B.A., Experimental Psychology

RELEVANT SKILLS

- Advanced Data Analytics (R, SPSS, SQL)
- Advanced Excel
- Dashboarding & Visualization (Tableau)
- Data Cleaning
- Database management
- Research
- Assessment Development
- Job and Competency Analysis
- Survey Design & Administration (Qualtrics & Survey Monkey)
- ChatGPT
- Coding Experience
- Quantitative and Qualitative Data