

## Senior Psychometrician

### **ABOUT THE ROLE**

Gap International, a leading global management consulting firm, is looking for an experienced and innovative Senior Psychometrician to join our Breakthrough Diagnostics team. In this role, you will lead the development of cutting-edge assessments that redefine how organizations measure and enhance performance. You'll collaborate with multidisciplinary teams to create innovative diagnostic tools, ensuring their accuracy, validity, and impact. If you're excited by the challenge of shaping the future of performance diagnostics, that drive both business growth and superior performance for our clients, this is your opportunity to make a real difference.

### **ABOUT GAP INTERNATIONAL**

Gap International is a global performance consulting company that works with executives and their organizations to produce extraordinary business results in the ever-changing marketplace. For nearly 50 years, Gap International has worked with over 50,000 executives in 1,500 organizations across 65 countries—from CEOs and executives of Fortune 1000 companies to entrepreneurs. Headquartered in Philadelphia metropolitan area, Gap International has experience in every major industry sector, including manufacturing, retail, energy, FMCG, pharmaceuticals, healthcare, technology, telecommunications, and financial services.

### **RESPONSIBILITIES**

#### **Psychometric Development & Validation**

- Lead the design, validation, and enhancement of assessment tools that drive organizational success.
- Ensure the accuracy, reliability, and validity of diagnostic products through rigorous validation studies.
- Apply methods such as classical test theory, item response theory, and other psychometric models to optimize assessment effectiveness.
- Use quantitative and qualitative data analysis to extract meaningful insights that shape future diagnostics.

#### **Collaboration & Consulting**

- Partner with consultants, data scientists, and product managers to develop innovative measurement solutions.
- Serve as a trusted advisor, influencing decision-making and challenging conventional thinking at the highest levels.
- Provide thought leadership, authoring whitepapers and research reports that establish Gap International as an industry leader.

### **Business Impact & Product Innovation**

- Contribute to the ongoing innovation of diagnostic tools, leveraging cutting-edge research and technology.
- Align assessment methodologies with business performance strategies to drive measurable impact.
- Establish best practices for data integrity, consistency, and actionable insights.

### **QUALIFICATIONS**

- PhD in Psychometrics, Psychology, Educational Measurement, or a related field.
- 8-12 years of experience in psychometric test development, validation, and analysis.
- Expertise in statistical software (e.g., R, SPSS, SAS) and programming languages (e.g., Python).
- Strong background in survey design, employee engagement metrics, and performance management.
- Proven ability to translate complex data into strategic recommendations for business leaders.
- Potential travel domestically and/or internationally.
- Current resident or able to relocate to the Philadelphia area.

### **WHAT WE OFFER**

- A high-impact role with visibility and the opportunity to make a meaningful contribution to the company's success.
- Abundant opportunities for professional growth and career advancement in a supportive, collaborative environment.
- A dynamic, inclusive company culture that fosters innovation, teamwork, and a sense of belonging.
- A competitive compensation package, including salary, comprehensive benefits, and performance-based bonuses.

## **LOCATION**

Gap International associates are based out of our corporate office in the Philadelphia metropolitan area.

In order to be considered for this role, applicants should be legally authorized to work in the US.