

Job Description			
Job Title:	Psychometrician	Business Unit:	Pearson Language Tests
Department:	Test Development	Section:	
Band:	Band 4	Salary:	40k - 60k I dependant on experience and qualifications
Reporting to:	VP Test Development	Location:	London, UK
Purpose of Role:			
The Psychometrician for PLT's testing programmes will research and assess PLT's items and tests ensuring that the main testing instruments are developed in accordance with high quality and consistency and meet the standards upheld in educational and psychological measurement.			
Key Accountabilities:			
<p>Quality Management</p> <p>The Psychometrician will:</p> <ul style="list-style-type: none"> • Be responsible for reviewing assessment specifications, approving them as valid and fit for purpose; • Ensure adherence to the professional standards as expressed, e.g., in the APA standards and in codes of practice established in the language testing field; • Review marking criteria and suggest necessary revisions; • Evaluate technology for test development • Evaluate software for test development and data analyses; • Identify and manage all research projects related to test development with the goal of improving the quality of the tests. • Monitor the language testing environment and international government policy decisions/reforms relating to academic criteria of tests and updating management on any significant developments that may impact on test design. • Engage Test Development Managers in discussions on quality of testing instruments; • Be responsible for leading technical and research projects in addition to providing guidance and oversight to project staff on aspects of their work; • Ensures quality control of all deliverables. • Is responsible for the psychometric quality of PLT's products. <p>Management of the Examination cycle</p> <p>The Psychometrician will:</p> <ul style="list-style-type: none"> • Supervise final review of test materials; • Review final sign off of all test materials prior to production approval; • Research and advise on technology for test development • Analyse test data from field tests and from live tests; • Write technical reports on test instruments. <p>Customer service</p> <ul style="list-style-type: none"> • The Psychometrician will ensure a high standard of customer service by ensuring all documentation about the test programs is up-to-date and correct; • The Psychometrician will write documents about psychometric issues that can be understood by stakeholders such as teachers, parents, candidates; <p>Internal Relationships</p> <p>The Psychometrician:</p> <ul style="list-style-type: none"> • Reports to the Director Test Development; • Confers with the Test Development Managers within PLT to ensure that all test development 			

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meets criteria for high quality measurement

- Confers with staff members within PLT responsible for production, administration and business development to ensure a smooth and efficient workflow within PLT.

Industry Relationships

The Psychometrician will:

- Maintain relationships with, and be the primary point of contact with, key academic related bodies;
- Publish through relevant publication channels on test development and test evaluation.

TYPICAL TASKS

The Psychometrician will:

- Review and evaluate draft items and marking schemes received from Revision and Item Evaluation Meetings;
- Evaluate field tests results;
- Train item writers on the requirements of the specifications;
- Identify research opportunities to improve the quality of the test instruments and manage the research projects;
- Ensure that the final sign off of all items is in accordance with the designated specification before items are submitted for inclusion in the item bank..

Background Information e.g. structure / size of the department; whether the team is new or fully established; number of direct reports; impact of new technology or other internal business factors; external factors e.g. government policy decisions; etc.

Pearson Language Tests (PLT) is developing a new international Academic English Test. Our test is being developed with item writers from many different places. PLT also produces a range of English language tests distributed internationally. PLT is a small business unit relying on both internal Pearson and external vendors to provide solutions. PLT currently has a paper-based test, the London Test of English, which the T&S team delivers in four annual sessions, working closely with Edexcel in the UK.

Key Challenges:

- Start up environment
- Managing complex programmes with a number of internal and external suppliers
- Working innovatively within defined processes
- International nature of business

Working Pattern:

London based. International travel will be required to attend meetings with international Pearson staff and conferences dependant on business needs.

Candidate Profile:

Required

- Must hold a graduate degree in either educational testing or psychology.
- Must have experience in supporting content specialists in their work of test development;
- Must have a thorough knowledge of classic and modern test theory;
- Must have experience in handling large data sets;
- Must be aware of software available for test and items analysis;
- Must be able to explain psychometric requirements to content staff;
- Has an excellent command of the language necessary to explain and report on technical test

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development issues both in a wide range of publications, from dedicated journals to flyers for a broader public.

- Must have a demonstrable experience in large scale data analysis.
- Excellent communication skills

Preferred

- A PhD in Educational Measurement, Psychometrics, Statistics or a related field;
- Experience with assessment systems and sampling theory;
- Experience in language testing;
- Have one or more international publications in peer reviewed technical journals.