**Job Posting: Personnel Research Psychologist (multiple positions)**

**U.S. Office of Personnel Management**

**Location: Washington DC**

*Open Period: 11/1/2017 to 11/15/2017*

*Salary: $54,972 to $123,234 per year*

*Series & Grade:* GS-0180-9-13

**About the Job**

The U.S. Office of Personnel Management has multiple Personnel Research Psychologist vacancies available that will be filled through a combination of Student Pathways Recent Graduates and Career positions.  If qualified to do so, individuals can be considered for multiple position types so individuals are encouraged to apply for both Recent Graduate and Career positions. The Recent Graduates Program offers developmental experiences in the Federal Government intended to promote possible careers in the civil service for recent graduates who received their degree within two years (veterans have up to six years to apply due to their military service obligation).  More information about the Student Pathways Recent Graduate program can be found here:  <https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates>

These Personnel Research Psychologist positions are located in the Office of Personnel Management's (OPM) HR Solutions (HRS) Assessment & Evaluation Branch (AEB). AEB provides assessment services on a reimbursable basis to other Federal agencies and offers a fast-paced environment where your duties and responsibilities require interacting at all levels, across multiple offices, within and external to HRS and OPM. AEB has three sections – Selection & Promotion Assessment (SPA), Leadership & Workforce Development Assessment (LWDA), and Organizational Assessment (OA).

SPA develops, validates, and administers cognitive and non-cognitive competency assessments for selection, promotion, and diagnostic purposes to include written and non-written tests, job knowledge tests, performance tests, and computer simulations, and conducts job analyses and provides assessment training and support.

LWDA develops, validates, and administers leadership and workforce planning assessments to assess leader and employee effectiveness by targeting competencies, personality, and leadership potential and conducts competency modeling and gap analysis for workforce training and development.

OA develops and administers organizational assessments to assess climate and organizational outcomes including organizational climate, employee satisfaction, customer satisfaction, onboarding and exit surveys, and custom surveys, and conducts program evaluation and develops organizational effectiveness indices.

If selected, you will be responsible for leading or serving as a key contributor on one or more project teams to develop and/or contract for innovative assessment tools, conduct job analyses, and advise agencies and internal senior management on developing and implementing assessment strategies. Typical duties include, but are not limited to:

* Conduct Government-wide and/or agency job analyses.
* Develop and implement competency models, workforce gap assessments, and leadership assessments.
* Help agencies identify, evaluate, and solve organizational problems using customer action planning, satisfaction surveys, employee surveys, and focus groups.
* Establish project objectives, activities, timelines, budgets, and staffing plans.
* Advise agencies and internal senior management on implementing assessment strategies.
* Evaluate training, candidate development, or other human resources programs.

**Job Requirements**

**Key Requirements**

* U.S. Citizen
* Suitable for Federal employment, determined by a background investigation
* Males born after 12-31-59 must be registered for Selective Service
* Relevant experience (see Qualifications below)
* Must complete initial online questionnaire and additional assessments

**Qualifications**

**Basic Requirement:**

For GS-09, GS-11, GS-12, and GS-13, all applicants must have successfully completed a full 4-year course of study in an accredited or pre-accredited academic institution leading to a bachelor's or higher degree with a major or equivalent in psychology to receive further consideration.

Each GS-grade has additional experience and/or education requirements to be minimally qualified for selection. The minimum requirement for the GS-9, which is the least senior position, is at least two years of progressively higher graduate level education in Industrial/Organizational Psychology or a related field (for example, applied psychology, social psychology, applied social psychology, organizational development) **OR** one year of specialized experience performing Industrial/Organizational Psychology duties (for example, conducting literature searches; performing statistical analyses; identifying job requirements or analyzing job analysis data; administering routine assessments or organizational surveys; maintaining the integrity of data and performing quality assurance controls on data). An equivalent combination of education and experience may also be used to qualify for the GS-9 level. Please see the job opportunity announcement for the specific qualification requirements for the GS-9, GS-11, GS-12, and GS-13 grade levels.

**How to Apply:**

For a full description and to apply, visit:  <https://www.usajobs.gov/GetJob/ViewDetails/482411000>

NOTE: Merit Promotion, VEOA, and Non-Competitive Eligible applicants can apply via:  <https://www.usajobs.gov/GetJob/ViewDetails/482411300>

Recent Graduates can apply via: <https://www.usajobs.gov/GetJob/ViewDetails/482412000>