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EXPERTISE SKILLS

- Employee Assessment
- Data Analytics
- Test Validation
- Recruitment Strategies
- Training Delivery
- Client Consultation

LANGUAGES

- English
- Spanish
- French

CERTIFICATION

- Master of Arts in Industrial-Organizational Psychology, College of Business, 2015

REFERENCES

John Smith

Senior Manager, Tech Corp
john.smith@email.com

Sarah Johnson

Director, Innovation Labs
sarah.j@email.com

Michael Brown

VP Engineering, Solutions Inc
mbrown@email.com

MICHAEL ANDERSON

PSYCHOMETRICS SPECIALIST

I am a dynamic Psychometrics Researcher with 8 years of experience in the corporate sector, specializing in employee selection and performance evaluation. My journey in psychometrics began with a strong academic foundation in psychology and statistics, which I have applied to develop effective assessment tools that enhance talent acquisition processes.

PROFESSIONAL EXPERIENCE

Talent Solutions Group

Mar 2018 - Present

Psychometrics Specialist

- Developed and implemented pre-employment assessments for various roles.
- Analyzed assessment data to evaluate candidate fit and performance.
- Collaborated with HR to optimize recruitment strategies using psychometric data.
- Facilitated training sessions for recruiters on assessment best practices.
- Improved candidate selection process efficiency by 30%.
- Designed customized assessments based on organizational needs.

HR Innovations

Dec 2015 - Jan 2018

Assessment Consultant

- Advised clients on the integration of psychometric assessments into hiring processes.
- Conducted validation studies to ensure tests met legal and ethical standards.
- Developed reports summarizing assessment outcomes for clients.
- Engaged in client workshops to discuss assessment results and strategies.
- Increased client satisfaction ratings by 40% through effective consultation.
- Contributed to the creation of a proprietary assessment database.

ACHIEVEMENTS

- Reduced employee turnover by 15% through improved hiring practices.
- Recognized as 'Consultant of the Year' for outstanding client service.
- Successfully launched an online assessment platform with 500+ users.