

Learning & Development Talent Assessment Specialist

Location: Washington Metro Area or remote

Job Type: Targeting a full-time contract position for 6-12 months

Date Available: January 2020

The Challenge:

We want you to bring proven talent assessment, human capital strategy, and change management experience to help magnify the Firm's new Talent Assessment Capability and realize its multi-year strategy. You will collaborate with business stakeholders, technical experts, and People Services colleagues help build, validate, implement, and evaluate assessment projects applicable across the employee lifecycle. Your technical expertise will strengthen the Capability's role as an internally-recognized group of specialists in the talent assessment space. You will foster a team environment of learning, progress, inclusion, and teamwork. You will use your analytical, communications, project management, and program evaluation skills to show measurable impact through concrete metrics.

About Us:

We are a team of Industrial-Organizational Psychologists, learning professionals, and business leaders who thrive on new and innovative approaches to talent assessment and employee development. We bring bold thinking to develop business acumen across our teams and empower the people of Booz Allen to change the world.

Basic Qualifications:

- 2+ years of experience building, validating, and evaluating assessment tests (e.g., technical or aptitude assessments, 360 feedback measures, interview guides) for selection, learning and development, succession planning, or other purposes
- 2+ years of experience with quantitative/qualitative data collection/analysis
- Experience with presenting to and interacting with colleagues across seniority levels in a consultative manner
- Possession of excellent organizational, project management, analytical, problem-solving, and client-management skills
- Ability to navigate in an ambiguous, matrixed environment with multiple stakeholders
- Ability to build consensus and effective cross-functional relationships
- Possession of excellent oral and written communication skills
- Ability to translate complex concepts or data into graphically appealing and easy-to-understand presentations for a broad range of audiences
- Experience with Microsoft Office, including Word, Excel, and PowerPoint
- MA or MS degree in Industrial-Organizational Psychology or related field

Additional Qualifications:

- Experience working in an internal, customer-facing environment
- 3+ years of experience using advanced statistics (e.g., R, SPSS)
- PhD (or ABD) in Industrial-Organizational Psychology or related field

Please Contact:

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We're an EOE that empowers our people—no matter their race, color, religion, sex, gender identity, sexual orientation, national origin, disability, veteran status, or other protected characteristic—to fearlessly drive change.