RESEARCH SCIENTIST - PSYCHOLOGY

COMPANY DESCRIPTION

Based in Montreal, SuccessFinder is a technology company specialized in human resources. It helps companies of all sizes and industries significantly improve their agility and efficiency to recruit, develop and promote talent. In addition to its ease of use, SuccessFinder's unique and sophisticated platform helps organizations put the right people in the right roles, increasing their employees' productivity and retention rate, while maximizing their satisfaction at work.

SuccessFinder already has multiple multinational clients throughout Canada and the United States and is currently experiencing significant growth in HR Tech and 3rd generation psychometric assessments. The company can count on its strong team of PhDs in Organizational Psychology as well as its software development team to constantly refine its cloud-based platform and its predictive performance. SuccessFinder is positioned in the market as a key interface between best practices in talent analytics and machine learning.

Check out our website at www.successfinder.com

POSITION SUMMARY

Reporting to the Director of Research, the Research Scientist will play a crucial role in the research and development of SuccessFinder, a tool that allows people and organizations to achieve their full potential. The Research Scientist will play a key role in the evolution of the tool by conducting validation studies, updating the tool as new research emerges, writing technical reports and collaborating on SuccessFinder's thought-leadership initiatives. The Research Scientist will also work closely with SuccessFinder's product and client solutions teams, working on applied research projects and supporting different initiatives. This position requires having a good understanding of current assessment trends and strategies, advanced and emerging research methodologies, as well as new technologies such as machine learning and AI.

At SuccessFinder, our culture fosters continuous collaboration between our different teams, such as applied research, technology and product. We are looking for someone who is passionate about working effectively with a diverse group of professionals, who is versatile and resourceful.

Location
Montreal, Quebec

Job Type
Permanent, Full Time

MAIN TASKS AND RESPONSIBILITIES
- Conduct research and statistical analysis to guide and support new product development in the HR tech space (leadership & professional development, career pathing and potential, recruitment and selection)
- Building and managing large datasets to support new research and development initiatives
- Design and conduct analysis to maintain and update technical documentation on the assessment
- Write and pilot tests of new assessment items
- Design and conduct validation studies to revise and create SuccessFinder's expert models and write technical documentation
- Maintain and update assessment's current translations and norms
- Manage translation process for new languages with third parties and/or collaborators
- Act as a subject matter expert to provide expertise on psychological assessment and psychometrics to other teams
- Play a key role in the R&D for new machine learning initiatives
- Support the company's thought-leadership initiatives and content strategy for technical and non-technical audiences
- Support applied research studies in collaboration with client organizations
- Monitor market trends in the area of psychometric assessment and talent management and make recommendations
- Develop and maintain research partnerships with academic collaborators

DESIRED SKILLS & EXPERIENCE
- Ph.D. in Industrial/Organizational Psychology or similar related field
- At least 3 years of relevant work experience
- Experience with statistical analysis in "R"
- Demonstrated proficiency in the design, validation, and use of psychological assessment
- Capability to tailor communication of results & provide data-based recommendations with different types of audiences
- Fundamental understanding of how to conduct a variety of multivariate statistical techniques (e.g., factor analysis, structural equation modeling, regression-based techniques, [e.g., HLM, logistic, multiple, etc.])
- Interest in artificial intelligence and machine learning

ATTRACTIONS
- To join an agile fast-paced growing organization in the HR technology market
- To thrive in an entrepreneurial culture that rewards initiative and results
- To join a collegial and supportive work environment characterized by integrity and respect.

COMPENSATION

A competitive compensation package, including equity (options), awaits the successful candidate.

To submit your application, please forward your resume to: carrieres@successfinder.com