

United States Postal Service

External Publication for Job Posting 84770661

If this job requires qualification on an examination, the number of applicants who will be invited to take or retake the examination may be limited.

Branch

Employee Resource Management

Job Posting Period

03/20/2015 - 03/26/2015

Job Title

EDUCATIONAL PSYCHOLOGIST

Facility Location

USPS HEADQUARTERS
LEARNING & DEVELOPMENT
475 LENFANT PLZ SW
WASHINGTON, DC 20260-0004

Position Information

TITLE: EDUCATIONAL PSYCHOLOGIST
GRADE: EAS - 25
FLSA DESIGNATION: Exempt
OCCUPATION CODE: 0180-0003
NON-SCHEDULED DAYS: SATURDAY/SUNDAY
HOURS: 8:00 - 5:00
SALARY RANGE: 68,890.00 - 117,185.00 USD Annually
FINANCE NUMBER: 102032

BENEFIT INFORMATION: The salary will be based on previous experience, salary history, and current postal pay policies. We offer excellent benefits including health and life insurance, retirement plan, savings/investment plan with employer contribution, flexible spending, flextime scheduling of core work hours, annual and sick leave.

Background Check

The Inspection Service criminal background check is conducted using United States information resources only (e.g., FBI fingerprint check, state and county checks). A criminal background check involves a 5-year inquiry for any location where the individual has resided, worked or gone to school within the United States or its territories. As a result of this limitation, the criminal background checks of individuals who have not resided in the United States or its territories for the preceding 5-years may not be considered complete. The Inspection Service may be able to process inquiries for U.S. Citizens only, but only if their time spent out of the country was spent as: a trailing spouse or dependent of someone working for the U.S. government (military or civilian), a missionary, a student attending school in a foreign country, a Peace Corps participant, or as an employee of a U.S.-based employer/company. If the Inspection Service is unable to perform a complete background check because of residency outside the United States, such individuals will be ineligible for Postal employment.

Functional Purpose

Develops tools, strategy and methodology to assess the effectiveness and impact of learning programs. Responsible for leading organizational wide programs and driving training strategy.

DUTIES AND RESPONSIBILITIES

1. Serves as a project lead overseeing and coordinating the activities of employees assigned on a project or task force basis to include assigning tasks, monitoring progress, providing feedback, and providing guidance.
2. Conducts complex measurement and evaluation projects, including outcomes assessment and program and training evaluation. Makes recommendations to improve efficiency and effectiveness.
3. Designs, validates and implements development assessment tools and processes. Develops aids to assist in the comprehension of results and application of feedback to improve performance.
4. Establishes and implements measurement plans for the collection, compilation, evaluation, and reporting of post-course reaction and learning test data to training and functional course owners.
5. Conceptualizes and presents ideas and methods for the research, measurement, analysis, and evaluation of individual learning, performance, and change resulting from education, training and leadership development.
6. Designs, validates and implements methods and instruments to determine competency, readiness, or qualification of employees. Develops corporate competency models for leadership and functional technical roles.
7. Monitors and analyzes business measures to ensure that assessment and development programs are positively impacting the achievement of business goals and objectives. Quantifies business results of training programs and measures return-on-investment.
8. Designs, validates, implements, and monitors quality assurance and evaluation systems.
9. Develops recommendations for evaluation improvements that align with current and future organizational goals and objectives.
10. Conducts complex research, prepares technical reports and presentations, and initiates follow-up consistent with academic and professional standards.

SUPERVISION

Manager Learning Evaluation

The United States Postal Service has the following excellent and challenging employment opportunity for highly motivated and innovative individuals. Successful candidates must demonstrate through a combination of education, training, and experience the following requirements:

Requirements

1. Knowledge of Educational Psychology and/or Industrial/Organizational Psychology principles, theories and techniques, including research design, implementation and documentation, sufficient to provide practical business solutions to organizational and employee problems and issues.
2. Ability to manage projects and programs, including developing plans and timelines, determining resource requirements, assigning tasks, monitoring progress and reporting results.
3. Knowledge of all aspects of instructional design including needs assessment, job analysis, test development, program design and evaluation, curriculum design and practices and techniques for establishing individual and organizational outcome measures.
4. Ability to lead and conduct large scale surveys, including the survey design, sampling plan, collecting and analyzing the data, and reporting the findings.
5. EDUCATION REQUIREMENT: A graduate degree in Educational or Industrial/Organizational Psychology or a related training field from a college or university accredited by a national or regional accreditation organization recognized and sanctioned by the U.S. Department of Education.
6. Ability to develop analytical/modeling scenarios to calculate return-on- investment using appropriate tools and with reasonable assumptions.
7. Skill using standard social science statistical analysis technology sufficient to evaluate and draw appropriate conclusions from data.
8. Knowledge of professional and legal standards, principles and guidelines related to employee selection, leadership assessment, training evaluation, and organizational research and data collection protocols, sufficient to serve as an expert witness in legal proceedings.

9. Ability to communicate in writing sufficient to provide technical advice and information on programs, policies and procedures and technical reports and briefing papers.
10. Ability to communicate orally at a level sufficient to provide guidance, present technical information, instruct employees in procedures and coordinate activities of others.

REIMBURSEMENT OF RELOCATION EXPENSES WILL NOT BE AUTHORIZED.

This is a two-step application process requiring you to create a profile and submit an application for the position you are applying for.

You will receive two email confirmations:

1. An email confirming your profile is complete.
2. After submitting your application you will receive a second email confirming your application has been successfully submitted.

For additional information, please contact Enrique Colon at Talent@usps.gov

Qualified applicants must successfully pass a pre-employment drug screening to meet the U.S. Postal Service's requirement to be drug free. Applicants must also be a U.S. citizen or have permanent resident alien status.

IMPORTANT INFORMATION:

Applications must be submitted by 11:59 p.m., Central Time, of the posting's closing date. Applicants claiming veterans' preference must attach a copy of member copy 4 (only) of Certificate of Release or Discharge from Active Duty (DD Form 214) or other proof of eligibility if claiming 10-point veterans' preference. The United States Postal Service (USPS) is an equal opportunity employer. The USPS provides reasonable accommodation for any part of the application, interview, and/or selection process, please make your request to the examiner, selecting official or local manager of Human Resources. This request can also be made by someone on your behalf. Explain the nature of your limitations and the accommodation needed. The decision on granting reasonable accommodation will be on a case-by-case basis.

The Fair Chance to Compete for Jobs Act of 2019 (Fair Chance Act) prohibits the Postal Service from inquiring into the criminal history of applicants before a conditional offer of employment has been made and sets out penalties for individual employees who violate the law. An applicant who feels their rights under this federal law have been violated has 30 days from the date of the alleged violation to file a complaint with the Postal Service at FairChanceActSupport@usps.gov. Further information can be found at www.usps.com.

SPECIAL NOTE: Current career Postal Service employees are ineligible to apply to this posting.