



Job Posting: NCAS Manager, Competency Assessment (Full Time)

Application Deadline: October 16, 2017

Location: Vancouver, BC

Start date: Immediately

The Nursing Community Assessment Service has an immediate opening for a Manager, Competency Assessment. This is an exciting position with an innovative new service. NCAS is an assessment service for Internationally Educated Healthcare Professionals (IEP) entering Canada. This role will be a great fit for a leader with strong exam development, competency assessment, evaluation and project management experience who brings a solid background in psychometric analysis. If you are looking for a unique opportunity to apply your critical thinking and leadership skills and creativity, and to support current and future healthcare professionals, please apply with us!

WHO WE ARE

The Nursing Community Assessment Service assesses the competencies of internationally-educated healthcare professionals – specifically, health care assistants, registered nurses, licensed practical nurses, and registered psychiatric nurses – who are hoping to register and practice in BC. NCAS serves four community stakeholders: the BC Care Aide and Community Health Worker Registry, the College of Registered Licensed Practical Nurses of BC, the College of Registered Nurses of BC, and the College of Registered Psychiatric Nurses of BC. Through computer-based, simulation-lab and oral assessments, NCAS offers a consistent and streamlined approach to assessing the competencies of IEPs, one aimed at enhancing public protection and assisting health care professionals as they integrate into BC's health workplace. NCAS is intended to enhance BC's capacity to build and maintain a safe, competent and adequately resourced nursing workforce.

RESPONSIBILITIES

Reporting to the NCAS Director, the Manager, Competency Assessment plays a fundamental role within NCAS, ensuring all competency assessment tools develop and evolve according to the highest standards of rigour, reliability and validity, and that competency gaps are clearly reported. The Manager brings their experience with exam development, competencies, facilitation, and healthcare to four main sets of responsibilities: providing oversight to, and evaluation of, the delivery of our high-stakes assessment services; administering the full assessment/item development cycle; collaborating with educational partners in BC and across the country to enhance the range and quality of educational bridging options; and supporting

NCAS in its general work. NCAS and its services are continuously evolving. In all areas, this role demands an ability to think critically, problem solve, propose and evaluate solutions, and to be creative.

1. Assessment Oversight and Evaluation

- Providing evaluation and oversight of service deliverers to ensure secure, fair and appropriate delivery of assessment services
- Conducting analyses to evaluate and improve assessment validity

- Identifying areas for assessment improvement, and leading change processes
- Escalating issues as required

2. Assessment and Item Bank Development and Renewal

- Managing the blueprint and competency revision process for each assessment and profession
- Leading and facilitating item development for all four nursing professions. This work includes, among other tasks: item structure analysis; recruitment of subject matter experts; item writing facilitation; field-testing; validation; standard-setting and evaluation.
- Researching and implementing best practices in the item development process
- Liaising with assessment delivery platforms/service providers to ensure the delivery of all assessments; providing training to vendors (particularly SLA vendors)

3. Educational Outreach

- Regularly analyzing and reporting on trends in competency gaps by profession
- Developing and facilitating discussion among government, regulators, educators and educational institutions regarding gap filling options
- Supporting educational institutions as they explore appropriate gap filling options

4. General NCAS responsibilities

As the NCAS manager, this position also contributes to the day-to-day activities of NCAS, including:

- Learning and becoming proficient in the NCAS registration process and assessment platform
- Liaising with NCAS applicants, regulators, IT and other staff and stakeholders

QUALIFICATIONS

The ideal applicant must have experience in health care, principles of psychometric analysis, item development, and group facilitation or instruction. In particular, the applicant must have:

- Minimum of a Bachelor's degree in measurement and evaluation, health sciences, administration, nursing, psychometric evaluation, medicine or a related profession
- Demonstrated experience with item writing and renewal processes – as it relates to principles of psychometric analysis, field testing, validation and standard setting
- Project management certification or minimum of three years of leadership in program development and/or project management in the field of health care, and preferably nursing
- Minimum of three years' experience with competency-based assessments or high-stakes assessment (preferably of health care professionals)
- Demonstrated experience with group facilitation in a variety of settings is a must

In addition, the applicant must have:

- Strong organizational management skills
- Demonstrated leadership skills
- An ability to thrive in an environment of ambiguity
- A demonstrated ability to take initiative and to meet deadlines
- Knowledge of competency mapping and assessment blueprinting process
- Strong written and oral communication skills (writing samples will be required)

- Strong research and analytical skills in a variety of settings
- Strong inter-personal skills and cross-cultural competencies
- Demonstrated skill with digital technologies, and ease with on-line programs
- Knowledge of the health regulatory environment is an asset

The salary range for this role is \$88,000-\$100,000. As the successful candidate, you will also enjoy a generous benefits package.

TO APPLY or FOR MORE INFORMATION

Email: Submit your CV and cover letter in confidence by email to humanresources@crnbc.ca.

Call: Rita Parikh, Director, NCAS: 604.736.7331 ext.851.

Visit: www.ncasbc.ca