

Part-time, remote, German Speaking Assessment Center Assessors

With a Master's-level degree in Organizational Psychology/Human Resources/Organizational Development for a leadership assessment project

November 2022

Pinsight stands for People Insight and is used for hiring, succession planning, identification of high potential, promotions, and leadership development in our client companies. Pinsight is a software development company offering software-as-a-service, providing HR professionals within client companies strategic information about their top talent.

Pinsight offers various virtual day-in-the-live simulations and participants spend 2-3 hours assuming a fictitious role in a fictitious organization. Simulations are conducted online with live role players using webcam to enact roles such as subordinate or boss.

We would like to expand our pool of part-time German-speaking global assessors in readiness for a new project starting in 2023. As the work is completed virtually, no travel is required. This work appeals to people who are independent consultants with availability and time flexibility.

In addition to fluent German, English language proficiency is also required to ensure the successful completion of our e-learning Pinsight University courses and certification examination. There is no cost involved for the Pinsight training and accreditation, but there is a time commitment of about 10 hours.

OPPORTUNITY/ SCOPE & RESPONSIBILITIES:

- Act as role-player during live simulations (via online video conference).
- Review participants' behaviors after simulations are completed and rate their performance according to clear rating standards.
- Possibility of conducting report debrief online meetings with individual participants.

EXPERIENCE, SKILLS & KNOWLEDGE REQUIREMENTS:

- High level of computer literacy, especially with web-based applications as well as Microsoft Excel, Word, and PowerPoint.
- Strong communication skills (written and oral) in English and German.
- Attention to detail and a high level of conscientiousness.

- Prior experience with assessment centers, role-plays, business simulations, or other forms behavior evaluation is advantageous.
- Prior experience in human resources, organizational development, or assessments is required.
- Qualified candidates must possess, *at minimum*, a Master's-level degree in Organizational Psychology, Human Resources, or Organizational Development.

The assessor position is a part-time project-based role. There are no guaranteed number of hours per week and compensation is based on tasks completed. Assessors are required on an as-needed basis as dictated by projects and clients.

To apply, please send your resume/curriculum vitae to:

Linda Hall, Pinsight, Director, Talent Operations.

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