

## About DCI

DCI Consulting ([www.dciconsult.com](http://www.dciconsult.com)) is an EEO risk management HR consulting and software development firm strategically located in downtown Washington, D.C. (1 block from Farragut West Metro Station).

DCI provides in-depth consulting in the areas of systemic compensation discrimination analyses, affirmative action development and implementation, employee selection and test validation, OFCCP audit and litigation support, and regulatory affairs and government relations. DCI also provides clients with sophisticated affirmative action and salary equity software.

DCI's clients represent a cross-section of industries, including aerospace and defense, financial services, pharmaceuticals, high technology, and manufacturing. DCI also works directly with national law firms to provide related litigation defense services.

## Principal Duties and Responsibilities

DCI seeks a consultant with an understanding of EEO law, statistics, data analysis, testing and selection and other related consulting services. Duties include preparing federal Affirmative Action Plans and other statistical analyses for Fortune 1000 federal contractors. Primary responsibilities of this position include the development of Affirmative Action Plan statistics, statistical compensation analyses, EEO-1 and VETS-100 preparation, EEO defense statistics including adverse impact analyses, validation studies, and other related statistical analyses. In addition, Consultant will provide support to clients during OFCCP audits or litigation.

## Required Skills

- PhD or MA/MS in Industrial Psychology, Statistics, Labor Economics, or related field.
- 1 - 2 years experience, education, or internship directly related to federal affirmative action plan compliance (preferred – not required).
- Working knowledge of related federal EEO laws including EO11246, Title VII, ADA, UGESP, EPA etc.
- Conceptual understanding of advanced statistical methods and interpretation of statistical data concerning EEO statistics, including multiple regression analysis, correlation, t-test, standard deviation, Fisher's Exact Test, etc.
- Familiarity with OFCCP audit protocol and regulations
- Must have attention to detail and ability to work under multiple deadlines.
- Strong computer skills required: MS Access, MS Excel, SPSS, SAS.
- Excellent communication, computer, presentation, and consulting skills, attention to detail, ability to handle multiple projects and a variety of client situations required.

## Submit Resume

To apply for this position, please send your resume to: [jobs@dciconsult.com](mailto:jobs@dciconsult.com).