IO-AI SME
SUMMER STUDENT

Job Title: I/O Psychology & AI Design Specialist
Location: Remote (Canada)
Job Type: Part-Time, Temporary
Duration: Summer 2025 (May-August)
Compensation: Competitive
Eligibility: This job is grant supported which can only be filled by a Canadian citizen, permanent resident, or valid resident with a valid work permit currently enrolled in a Canadian university.

COMPANY OVERVIEW

Monark is redefining leadership development with Leadership Intelligence—AI-powered insights that analyze real-time interactions to help leaders make better decisions, support their teams, and drive people-first cultures. As workplaces evolve and expectations grow, we equip modern managers with actionable, in-the-moment guidance to lead with clarity and confidence, every day.

THE ROLE

We are seeking a graduate student in I/O Psychology or a related field to support the development and implementation of AI-powered leadership tools. This role will focus on applying psychological expertise to the creation of realistic AI-driven leadership tools. You will collaborate with AI developers, researchers, and the product team to ensure that Monark's AI tools align with evidence-based leadership and coaching practices while addressing real-world leadership challenges.

KEY RESPONSIBILITIES

- Contribute to the ongoing development of AI-driven leadership tools, including AI 1:1 coaching and roleplay simulations.
- Research and apply findings from leadership science, Monark's leadership models, and Monark's existing content to identify and develop new opportunities for Monark's AI tools.
- Analyze and refine AI tools based on empirical data and user feedback.
- Ensure psychological validity for AI-generated feedback and scoring.
- Collaborate with I/O psychologists and AI developers to structure and optimize AI tools for technical deployment.
- Act as a subject matter expert on issues related to I/O psychology

QUALIFICATIONS:

- Currently enrolled in a graduate program (Master's or PhD) in Industrial-Organizational Psychology, Applied Psychology, or a related field at a Canadian university.
- Strong understanding of leadership assessment and development literatures.
- Strong statistical and data science background, particularly in areas such as behavioral assessments, competency modeling, or test construction.
- Experience with AI, machine learning, or prompt engineering is a strong asset but not required.
- Residence in Calgary is a plus.

WHY JOIN US

- Gain hands-on experience in the growing field of AI-driven learning and assessment tools.
- Work with a cross-functional team of technical and subject matter experts to gain real-world experience in the application of leadership research into practice.
- Contribute to innovative leadership development solutions that support real-world managerial challenges.
- Flexible remote work arrangement.
- Competitive compensation.

Interested candidates should submit the following to **lynden**@**lead**with**monark**.com:

·A resume or CV highlighting relevant experience.
·A short cover letter explaining your interest in the role and how your expertise aligns with the project.

Applications will be reviewed on a rolling basis until the position is filled.
Join us in shaping the future of AI-driven leadership development!