



John R. Curtis Jr., Ph.D., is vice president and managing principal of the Northeast region at APTMetrics, Inc. He joined APTMetrics at its inception in 1995.

Throughout his more than 20 years of experience in the field, John has worked with Fortune® 100 companies across a range of industries. John has led many major projects and has been instrumental in the design, development and implementation of APTMetrics' human resources tools and systems in the areas of: job analysis; pre-employment and promotional assessment; staffing for organizational change; performance management; organizational surveys; and employment litigation support.

John has spearheaded APTMetrics' efforts in implementing their online selection system, SelectionMetrics®, internationally for a major hotel chain. This engagement focused on overcoming the challenges of employment testing for hourly jobs, including addressing issues of translation and low literacy.

Prior to joining APTMetrics, Dr. Curtis was a senior consultant with HRStrategies in Stamford, CT. He has held research associate positions at IBM and BellSouth, and has provided consulting services to personnel departments of city governments.

John received his Ph.D. in industrial-organizational psychology from the University of Nebraska at Omaha. He is a member of the American Psychological Association, the Society for Industrial and Organizational Psychology and the Metropolitan New York Association for Applied Psychology.