

<https://www.usna.edu/HRO/jobinfo/Stockdale-Leadership23.php>

LOCATION:

United States Naval Academy, **Stockdale Center for Ethical Leadership**

APPLICATION TIMELINE:

Review of applications will begin on **November 1, 2023** and continue until the position is filled.

ABOUT THE U.S. NAVAL ACADEMY:

The United States Naval Academy is a unique institution of higher learning located in Annapolis, Maryland. As a service academy and premier undergraduate college, the United States Naval Academy has its own distinctive niche amongst American higher education institutions. Our talented faculty and staff are united by a common purpose--to develop the next generation of officers to be exceptional leaders in our naval service.

The United States Naval Academy is committed to building a diverse workforce of faculty and staff who provide a multi-disciplinary and hands-on approach to student learning and leadership development. We believe that individuals from diverse backgrounds and perspectives strengthen our programs and positively impact student success. We encourage qualified applicants from all backgrounds to apply for consideration.

Every year more than one million people tour "the Yard" to experience what our employees already know--the United States Naval Academy is a special place, with a special purpose. Employees will find challenging and rewarding work; state-of-the-art facilities which inspire academic and athletic excellence; the benefits of Federal employment; and exceptional quality-of-life.

POSITION DESCRIPTION:

The Vice Admiral James B. Stockdale Center for Ethical Leadership at the U.S. Naval Academy invites applications for the "Director, Leadership Research and Assessment" position to begin in early 2024 or as negotiated. The position is funded by a generous donation through the U.S. Naval Academy Foundation from David and Amy Dawson.

The Director of Leadership Research and Assessment will serve as the lead evaluator of leadership research and leadership assessment efforts at USNA. The new hire must bring an independent and objective vantage to assessing USNA leadership development programs and approaches.

The mission statement of the U.S. Naval Academy places *leadership development* at the institution's very core:

The mission of the U.S. Naval Academy is to develop Midshipmen morally, mentally and physically and to imbue them with the highest ideals of duty, honor and loyalty in order to graduate leaders ...

Measuring successful leadership development programming has traditionally proven a challenge, however. How does one operationalize and then measure ethical leadership, for example? How does one measure leadership effectiveness? How does one measure growth in the development of an ethical leader? How does one choose among different pedagogical techniques to teach leadership? The U.S. Naval Academy (USNA) is

one choose among different pedagogical techniques to teach leadership. The U.S. Naval Academy (USNA) is looking for the right person to help objectively answer these essential questions.

Duties and Responsibilities:

- Report directly to the Director of the Stockdale Center for Ethical Leadership.
- Develop a strategy for the evaluation and assessment of all USNA leader and leadership development programs, to include selection of appropriate metrics to assess return on investment.
- Supervise and coordinate leadership-related research conducted within the Stockdale Center for Ethical Leadership and with other cost centers charged with character development, experiential learning, and leadership development programming. Design and execute internal research and assessment-related survey tools. Provide advice and insight to USNA leaders about the probable effects of alternative courses of action.
- Liaise with military research centers like the USNA Institutional Research office, Office of Naval Research, Naval War College, Naval Postgraduate School, etc.
- Maintain computer-based technical systems associated with leadership competency assessments.
- Attend meetings, conferences, briefings, and seminars related to leadership research and assessment. Represent the organization during visits with government and industry representatives. Coordinate the contributions of professionals and specialists. Prepare technical reports and/or documents progress and results of each study.
- Assume other roles and responsibilities as determined by the Director, Stockdale Center for Ethical Leadership.

This is an onsite, gift-funded, 12-month excepted service federal position with a 3-year renewable appointment, given available funding. The position includes a highly competitive salary and full federal benefits. Salary is commensurate with experience and qualifications.

MINIMUM AND PREFERRED QUALIFICATIONS:

Minimum:

- Advanced degree in a relevant field such as psychology, organizational behavior, or leadership studies (degree must be complete prior to starting work).
- 1 year experience in leadership development and assessment, including the ability to design and implement leadership programs and assessments.

Desired:

- PhD in Psychometrics, Quantitative Psychology, Industrial and Organizational Psychology, Social Psychology, Behavioral Economics, Quantitative Research Methods, or related fields.
- Strong research and analytical skills, including experience with statistical analysis and research methodology.
- Excellent written and verbal communication skills, including the ability to present complex information in a clear and concise manner.
- Knowledge of ethical leadership principles and practices, including the ability to integrate ethical considerations into leadership development and assessment.
- Strong interpersonal skills, including the ability to work collaboratively with colleagues and stakeholders at all levels.
- Experience working in a military academic environment, including familiarity with military culture and values.

HOW TO APPLY FOR POSITION:

Interested candidates should send a cover letter, curriculum vitae, and contact information for three professional letters of reference to be sent to Dr. Jeffrey R. Macris, Chair of the Search Committee and Deputy Director of the USNA Stockdale Center for Ethical Leadership at leadership-research-assessment-2023-group@usna.edu (<mailto:leadership-research-assessment-2023-group@usna.edu>).

Please note: Applications will be reviewed beginning **1 November 2023**, but the position will remain open until filled.

CONDITIONS OF EMPLOYMENT:

U.S. Citizenship Required

All Civilian Excepted Service/Faculty Positions at USNA are subject to a background investigation. The selected candidate will be subject to a security investigation leading to successful completion of a background investigation with a favorable adjudication. The selectee's failure to meet this requirement will be grounds for termination. More information about the background investigation process can be found at the Academic Dean and Provost's website here <http://www.usna.edu/Academics/Faculty-Information/Background-Investigation-Info.php> (<http://www.usna.edu/Academics/Faculty-Information/Background-Investigation-Info.php>).[.nfo.php](http://www.usna.edu/Academics/Faculty-Information/Background-Investigation-Info.php) (<http://www.usna.edu/Academics/Faculty-Information/Background-Investigation-Info.php>).

IMPORTANT INFORMATION:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

The Department of the Navy provides reasonable accommodations to applicants with disabilities. Applicants with disabilities who believe they require reasonable accommodation should contact our Human Resource Office to ensure that the Department of the Navy can consider such requests. The decision to grant an accommodation will be made on a case-by-case basis.

OPTIONAL DEMOGRAPHIC INFORMATION REQUEST:

Submit a [Demographic Information on Applicants Form](https://www.usna.edu/HRO/files/documents/Public%20-%20Docs/Equal%20Employment%20Opportunity/Demographic%20Information%20on%20Applicants.pdf) (<https://www.usna.edu/HRO/files/documents/Public%20-%20Docs/Equal%20Employment%20Opportunity/Demographic%20Information%20on%20Applicants.pdf>) to [rshar](mailto:rshar@usna.edu) (<mailto:godwin@usna.edu>) This form is optional; your responses will not be shared with the hiring committee or anyone involved in the hiring process.

Announcement: STOCKD-23-24-1

The U.S. Naval Academy is an Equal Opportunity Employer