

U.S. NAVAL WAR COLLEGE SEEKS  
ASSISTANT/ASSOCIATE PROFESSOR  
WAR GAMING DEPARTMENT  
CENTER FOR NAVAL WARFARE STUDIES  
AD-1701-03/05

The Naval War College is a Professional Military Education (PME) institution serving the nation, the Department of Defense, and the U.S. Navy. U.S. and selected international graduates earn Master of Arts degrees in National Security & Strategic Studies or Defense & Strategic Studies accredited by the New England Commission of Higher Education. The College educates and develops future leaders through the development of strategic perspective, critical thinking, and cultural awareness, as well as enhancing the capability to advise senior leaders and policy makers. The College also helps to define the future Navy and its roles and missions; supports combat readiness; strengthens global maritime partnerships; and promotes ethics and leadership throughout the force. **We are actively seeking candidates with diverse academic, demographic, and professional backgrounds.** More information on the college can be found at [www.usnwc.edu](http://www.usnwc.edu).

**War Gaming Department.** The War Gaming Department (WGD) conducts research, analysis and gaming to support the requirements of the Secretary of the Navy (SECNAV), the Chief of Naval Operations (CNO), the combatant commanders, the Navy component commanders, the Navy numbered fleet commanders, other Navy and Marine Corps commanders, the U.S. intelligence community and other departments and agencies of the U.S. Government. The desired effect is a program of focused, forward-thinking, timely and relevant research, analysis and gaming that anticipates future operational and strategic challenges; develops and assesses strategic and operational concepts to address those challenges; and assesses the risk associated with these concepts. You can learn more about the WGD at our webpage: <https://usnwc.edu/Research-and-Wargaming/Wargaming>.

**Responsibilities.** Specific responsibilities include: working in teams to manage data, interpret game designs, and develop player interfaces and game tools to develop research, analysis, and gaming to assess challenges with respect to the Navy and the Nation; conducting focused research, analysis, and gaming to help define future Navy challenges within the maritime domain at the operational level-of-war and to support development of concepts of operations and innovation in the employment of operational and functional capabilities; assisting in the development of the Nation's security, defense and national military strategies and the Navy's future maritime strategy; and providing warfare innovation, analysis and decision support capabilities to support senior Navy leadership and other national security decision-makers on a wide range of operational and strategic challenges. The incumbent will be expected to have the academic, educational, and experiential background relevant to developing war games that examine strategic, operational, and tactical warfare concepts.

**Qualifications.** Qualified applicants must have an advanced degree from an accredited university. A Master's Degree is required; a Ph.D. is preferred. Significant experience in designing and executing analytical projects, and integrating multiple research efforts is also required. Desirable qualifications include knowledge of military organization and experience on research teams or war gaming, in support of analyzing or planning armed conflict. Proficiency in using relational databases, creating SQL queries, and geographic information systems, to include proficiency in software such as Python, R, Stata, Excel, and Access in support of extracting and formatting data to generate reports is also preferred.

Candidates must be U.S. citizens capable of obtaining a Department of Defense security clearance at the TOP SECRET/SCI level. The selected candidate will be subject to a pre-employment drug screening test and random drug testing thereafter. Any current or prior military service should be described including assignments, positions held, highest rank attained, and dates of service.

**Salary Considerations.** Rank and salary commensurate in accordance with the Department of the Navy Faculty Schedule. This compensation package is accompanied by a generous federal employee benefits package that includes health insurance with employer contribution, retirement savings plan, paid vacation and sick leave, and other benefits. Career track determination (tenure, non-tenure) commensurate with experience and credentials.

**Application Process.** Applicants must reference VA#NWC-22-20 and submit their application package to: [NWC-22-20@usnwc.edu](mailto:NWC-22-20@usnwc.edu). The application package must include: (1) cover letter; (2) curriculum vitae or resume; and (3) names and contact information for three references. Applications will be accepted through 11:59 pm (EST) September 14, 2022.

Questions about this position should be directed via email to CAPT Quintin James, USN, Deputy Chair, War Gaming Department, at [quintin.james@usnwc.edu](mailto:quintin.james@usnwc.edu).

To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the Federal Government will take no action to implement or enforce the COVID-19 vaccination requirement Safer Federal Workforce Task Force 2 pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Therefore, to the extent a Federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to Executive Order 14043, that requirement does not currently apply. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

**NOTICE OF VETERANS PREFERENCE:** There is no formal rating system for applying veterans' preference to the excepted service; however, the Department of Defense considers veterans' preference eligibility a positive factor for hiring. Applicants eligible for veterans' preference must include that information in their cover letter or resume and attach supporting documentation (e.g., DD Form 214, "Certificate of Release or Discharge from Active Duty") to their submissions. Although the point-preference system is not used, applicants eligible to claim 10-Point preference must submit a Standard Form (SF) 15, "Application for 10-Point Veteran Preference," and supporting documents required for specific type of preference claimed. (SF 15, which lists the types of 10-Point Preference and the required supporting documents, is available from the Office of Personnel Management Website at [www.opm.gov](http://www.opm.gov).)

Within the Department of Defense (DoD), the appointment of retired military members within 180 days immediately following retirement dated to a civilian position is subject to the provisions of 5 United States Code 3326.

The Naval War College is an Equal Opportunity Employer.