

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 Joint Professional Military Education (JPME) 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 (NECHE). 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 and eventually serve as 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; developing research, analysis, gaming and analytic reporting to assess challenges with respect to the Navy and the Nation; helping to define future Navy challenges to support development of concepts of operations and innovation; and supporting senior decision-makers on a wide range of operational and strategic challenges.

**Qualifications.** A master's degree from an accredited university, preferably in security studies or a related field in the social sciences, is required. A research-oriented Ph.D. or enrollment in a Ph.D. program is preferred. Significant experience designing, executing, and reporting research or analytical projects, preferably with a security focus, is required. Communicating work to a broad audience both orally and in writing is also required. Experience working on research teams (especially gaming, experimentation, or modeling and simulation) is preferred. Experience analyzing armed conflict, knowledge of US and international military capabilities, and an understanding of future concepts of operations are preferred. Additionally, the ideal candidate will possess social science research and analysis skills (e.g., decision analysis, field experiments, operations analysis/operations research, data science and analysis, computational social science, mixed methods research).

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.

**Salary Considerations.** Salary is competitive and is accompanied by a generous Federal Civil Service package that includes health insurance, pension and retirement saving plans (with employer matching contributions), paid vacation and sick leave, and other benefits. Rank and salary are commensurate with experience and credentials in accordance with Department of the Navy Faculty Pay Schedule. Career track determination (tenure, non-tenure) commensurate with experience and credentials.

**Application Process.** Applicants must reference VA#NWC-23-14 and submit their application package to: NWC-23-14@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) June 30, 2023.

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

**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/CV and attach supporting documentation (DD Form 214, "Certificate of Release or Discharge from Active Duty") to their submission. 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 of the claimed disability (e.g., disability letter from the VA). The 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.