



## Job Description

### Title: Director of Programs & Research

**Purpose:** The Director of Programs & Research will lead technical efforts on a variety of research and design projects focused on the design, development, and evaluation of learning technology for defense and industry clients. The Director of Programs & Research will lead project teams and work collaboratively with management to ensure projects meet stakeholder's needs on schedule and on budget.

Candidates will be familiar with design and development of training in a variety of technology-based platforms such as extended realities (e.g., augmented and virtual reality), mobile, videogame-based, and simulations. Candidates should have a strong background in adult learning theory, cognitive science, and conducting field research. Candidates should have strong leadership skills, experience mentoring junior team members, and enjoy working collaboratively.

#### **Duties and Responsibilities:**

- Lead and manage teams of enthusiastic, high-performing researchers. Provide mentorship and support team members' professional development.
- Perform as the Principal Investigator (PI) to lead research and development projects with responsibilities for budget, schedule, scope, scientific leadership, and tasking of team members.
- Ensure project deliverables meet QIC's high standards of quality and timeliness.
- Support corporate leadership in setting future research direction for team, including identifying funding opportunities, transition paths, and preparing proposals
- Work closely with clients and corporate partners to maintain existing relationships and develop new ones
- Maintain current awareness of trends and research in technology-based training and learning science through conference presentations and attendance, networking, and self-directed learning
- Actively participate in the training research community through publications and presentations

#### **Qualifications:**

- Ph.D. in Cognitive Sciences, Instructional System Design, Modeling and Simulation, or other relevant area of study and
- 8+ years of direct experience in a related field
- Demonstrated success in leading a team
- Experience conducting research and development efforts in technology-based training (e.g., extended realities, simulation)
- Strong written and oral communication skills
- Proficiency with Microsoft Word, Excel, PowerPoint, Project, SPSS
- Ability to maintain a SECRET level clearance

**Work Environment:**

This position does not require physical activities beyond a typical office environment. It does require computer use, web-based video communications (e.g. Skype), and telephone use.

**Travel:**

The Director of Programs & Research will be expected to travel up to 25% of working hours per month for the following purposes:

- Business development opportunities
- Data collections and information gathering at military, other government and industry locations
- Team and organizational meetings (if remote)

**Security Clearance:**

All employees must have or be capable of acquiring and maintaining a Secret DoD security clearance. Guidelines indicating those items that may prevent you from obtaining a security clearance can be found here: <http://www.fas.org/sgp/isoo/guidelines.html>.

**Background Check and Drug Testing:**

Our clients may require background checks and drug testing.