



Job Description

Title: Director of Programs & Research

Salary: Commensurate with experience (starting at \$130,000)

Location: The ideal candidate will be available to work three days a week at QIC offices in Orlando, FL (2 days from home). Fully remote candidates will not be considered at this time.

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 and human performance solutions in a variety of technology-based platforms such as augmented reality, virtual reality, simulation, and others, particularly as applied in the defense industry. Candidates should have a strong background in adult learning theory, cognitive science, and human performance evaluation. 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 training and human performance through conference presentations and attendance, networking, and self-directed learning
- Actively participate in the DoD training research community through publications and presentations

Qualifications:

- Authorized to work in the U.S.
- Ph.D. in Cognitive Sciences, Instructional System Design, Human Factors Engineering, 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
- Demonstrated success leading applied research activities



- 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, Teams
- Ability to maintain a SECRET level clearance

Preferred Qualifications:

- Demonstrated success contributing to business development efforts

Work Environment:

The majority (75%) of this position is situated in a typical office environment and includes the use of a computer (6-8 hours per day), telephone, and web-based video communications. The remaining 25% of time may include activities at customer sites such as military installations and other commercial industrial or office settings. Working in any field environment, you may be exposed to the elements (hot or cold temperatures, sun, wind, snow, rain, etc.). Military installations may require work in wilderness settings and handling or being near live ammunition and weapons. Activities required will include traveling (flying or driving) for long periods, may require walking or standing for long durations (6-8 hours), crouching, kneeling, and carrying equipment. You may be required to wear additional safety equipment, including but not limited to a helmet, eye and ear protection, safety vest, and steel-toed boots.

QIC operates a hybrid work environment. To lead the team effectively, candidates should expect to report to the office in Orlando, FL Tuesday – Thursday.

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.

Equal Opportunity:

QIC is an equal opportunity employer and values diversity in the workplace. We encourage all qualified individuals to apply for this exciting opportunity.