



Job Description

Title: Human Performance Team Leader

Salary: Commensurate with experience and job location (starting at \$100,000)

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 be considered.

Purpose:

The role of the Human Performance Team Leader is to lead the planning, execution, and evaluation of applied research and development projects in support of defense, other government, or industry clients. Projects will include the design and development of next-generation learning and development technologies, human performance assessment, and other related topics. The Team Leader will provide strategic leadership, subject matter expertise, and guidance to the technical team. The Team Leader will also support business development efforts by managing and growing an active portfolio of new and existing clients.

Duties and Responsibilities:

- Provides strategic leadership and team management through the direction of research and development initiatives, aligning them with client and organizational goals.
- Serves as Principal Investigator and/or project manager on Federal and DoD research and development contracts related to learning, training, and educational technology and performance support technologies
- Leads and mentors multidisciplinary teams of learning science professionals
- Secures funding through proposal writing and other business development opportunities
- Manages relationships with government and industry clients, stakeholders, and end users
- Collaborates with Project Manager to ensure projects are completed according to scope, schedule, and budget
- Maintains currency on client organization priorities and current and future directions in training technology
- Provide thought leadership to industry through national and international conference presentations, publications, blog posts, and web events

Qualifications:

- U.S. Citizen
- Ph.D. in a field related to learning sciences, technology design, instructional design, applied psychology, human factors, or other relevant area of study *and* 10+ years of related post-graduate work experience



- Subject matter expertise in technology-based training, human performance assessment, instructional design
- Proven ability to mentor and develop members of a multidisciplinary team
- Proven ability to write successful proposals for Federal government contracts
- Experience performing on government research and development contracts and interacting with military and other government customers
- Demonstrated success in leading experimental research projects related to human performance, human factors, education, or training
- Demonstrated success conducting complex statistical analyses, including multiple regression and ANOVA
- Extremely strong written and oral communication skills, friendly demeanor, and outgoing personality
- Familiarity with Microsoft Word, Excel, PowerPoint, Project

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.

Travel:

The Human Performance Team Leader will be expected to travel up to 25% of working hours per month for the following purposes:

- Business development opportunities
- Conference presentations and attendance
- Team and organizational meetings (if remote)

Security Clearance:

All employees must have or be capable of acquiring 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:



QUANTUM IMPROVEMENTS CONSULTING

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, including those with military backgrounds, to apply for this exciting opportunity.