



Industrial-Organizational Psychology Doctorate Degree Professionals

The **National Reconnaissance Office (NRO)** seeks recently graduated or early career **Industrial-Organizational Psychology Doctorate Degree** professionals for a term period position of at least 1 year with the potential to convert noncompetitively to permanent employment at a later date.

The salary range for the positions is **\$72,030 to \$112,240 (GG-11 or GG-12)** and the position is located in **Chantilly, Virginia**.

Under a Contract Term appointment, selectees will receive federal employee benefits such as annual and sick leave, including federal holidays; life and disability insurance; and health care insurance in the same manner as a Career Staff appointment and in accordance with US Government regulations.

All candidates must be a **citizen of the United States of America** and be able to obtain, and maintain a **Top Secret Clearance with a Counterintelligence Polygraph**.

Selectees will have the following responsibilities:

- Analyzing human capabilities and limitations in the operation or monitoring of specific machine functions in a man-machine function, (2) planning a survey of a defined population to determine attitudes and reactions to alternate forms of social or occupational organization, or (3) conducting a study to determine the predictive usefulness of existing tests for specific occupations.
- Develop plans for the study, experimental models, proposed tests, and questionnaires; carry out statistical and other kinds of validation studies; assess results and judge their applicability and value to the problem; and make recommendations and reports to their superiors.
- Reviews both government and private sector state of the art programs to benchmark practices of other organizations that will enhance the ability of the NRO workforce to meet its mission.
- Provides professional advice and guidance to executives and management officials related to complex and sensitive human resource-related issues.



- Provides technical guidance to organizational leadership regarding effective methods, procedures, instruments, and strategies to evaluate career development and training programs/ courses for personnel training. Applies social and behavioral science theory, conceptual models, and rigorous methodologies to understand, explain, and resolve problems and challenges expressed by the organization.
- Leads cross functional meetings with stakeholders to identify organizational training goals and strategies. Develops strategies, plans, and goals for evaluating and improving the effectiveness of training and development programs throughout the agency.
- Designs structured focus group guides for projects to develop appropriate action plans, with defined strategies, performance standards, and recommend methods to drive program improvements.
- Initiate and conduct thorough and comprehensive analytical studies or other complex studies involving varied subject matters. Studies vary in complexity based on scenario and the number of analytical models employed. Define the problem, formulate scope, establish objectives, formulate methodologies, coordinate research contributions of others and identify significant findings. Produce insightful findings, alternative courses of action, solutions to critical problems, etc., which have significant impact in changing or improving practical and/or theoretical concept development to future special operations.
- Plan, execute and report on original studies or ongoing studies requiring a fresh approach to resolve new problems, modifying and adapting standard procedures, methods and techniques to address problems.
- Prepare, provide, and evaluate conventional plans, designs, design specifications, and related documentation determining and/or executing actions for a wide range of assignments involving a combination of complex features.
- Conduct systemic exploration of problems and analysis of alternatives. Present trend analysis data ascertaining potential problem areas. Define the problems involved, formulate concepts in addressing these problems, and review and evaluate the final outcomes of the study. Identify and clarify major factors and issues of the study. Establish the objectives and approach; formulate methodologies; and plans, advise on and coordinate study activities.

How to Apply

To apply to this opportunity, submit your resume and unofficial transcripts to Hiring@nro.mil.