

Consortium Research Fellows Program

A Program of the Consortium of Universities of the Washington Metropolitan Area



Post-Doctoral Research Fellowship
U.S. Army Research Institute for the Behavioral and Social Sciences (ARI),
Personnel Assessment Research Unit,
Fort Belvoir, VA.

The Consortium Research Fellows Program (CRFP) has a Post-Doctoral Research Fellowship for immediate appointment. The Post-Doctoral Research Fellowship will require a candidate to work at the U.S. Army Research Institute for the Behavioral and Social Sciences, Personnel Assessment Research Unit, Fort Belvoir, VA.

The annual salary for this Post-Doctoral Research Fellowship is \$79,720. The amount is based on the 2017 Federal Government General Schedule for GS-12, Step 1. Post-Doctoral Research Fellowships offer health care benefits, retirement, sick and safe leave, vacation leave, and life & disability insurance.

This Post-Doctoral Research Fellowship will support the U.S. Army's Integrated Longitudinal Studies (ILS) of which gender integration is a focal area. Specifically, the Fellow will support data collection and analyses for focus group and survey data collected from End of Training (EoT) and In-Unit Assessments. As transforming accessions and talent management are also areas of ILS, the Fellow may be asked to support research in these areas as well. This work can support the Fellow's general career goals by transferring the use of skills learned in an academic setting to an applied setting.

Specific research tasks will include:

- Data collection using quantitative and qualitative techniques, e.g., interviews, focus groups, surveys.
- Data cleaning and management using SPSS, excel, and other analysis tools. (Data sets may be quite large, > 100,000 participants.)
- Data analysis using SPSS, SAS, excel and/or other analysis tools.
- Qualitative data preparation and analysis.
- Preparation of monthly data collection status reports.
- Preparation of quarterly data analysis reports for U.S. Army senior leaders.
- Assist with other research efforts as necessary.

The ideal candidate would have the following skills/experience:

- Strong research background, including experience with planning and executing research to address identified need/problem.
- Knowledge of social, gender, individual difference, and/or job performance literature.
- Knowledge of social, gender, individual difference, and/or job performance measurement techniques.
- Quantitative and qualitative data collection experience.
- Knowledge of SPSS (or similar analysis program) and univariate, bivariate, and multivariate statistics.

Consortium Research Fellows Program
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- Strong writing and oral communication skills.
- Ability to interact smoothly and professionally with representatives of all associated organizations.
- Excellent critical thinking skills.
- Excellent interpersonal skills, to include teamwork and communication.
- Strong initiative.

Prior knowledge of the Army is *not* a requirement for candidates interested in this Post-Doctoral Research Fellowship. Potential candidates must have successfully defended their dissertation no more than three years prior to beginning this Fellowship. Some travel will be required as part of this Fellowship. Qualified candidates **must** be U.S. citizens, must complete a security background check, and must obtain and maintain a Federal Government Common Access Card.

To be considered for this Post-Doctoral Research Fellowship, submit your CV and a one-page cover letter to:

Scott A. Beal, PhD
Director, Vice President for Strategic Initiatives
Consortium Research Fellows Program
Consortium of Universities of the Washington Metro Area
Scott.Beal@Consortium-Research-Fellows.org