



NATIONAL SCIENCE FOUNDATION

Job Opportunity

The NSF Academy at the National Science Foundation is accepting applications/resumes for a Personnel Psychologist position with responsibilities in the areas of individual and organizational assessment and individual and organizational development. We will actively consider individuals looking for their first professional positions as well as those with broader experience.

When can I apply: January 18, 2011 through February 01, 2011

Job Announcement for Personnel Psychologist (GS-180) Position(s)

The National Science Foundation (NSF) is a leader in funding science, engineering and education in the U.S. The NSF Academy is seeking talented individuals to work as Personnel Psychologists in Arlington, VA (DC Metro area). The NSF Academy is involved in individual and organizational assessment and individual and organizational development. In this role, you will act as an internal consultant designing and delivering a wide range of products and services to increase the effectiveness of this unique Federal agency.

Major Duties: Projects and services include areas such as: **Individual Assessment** including development of selection tools, performance plans, benchmarks and rating guides, 360 degree surveys, competency modeling and competency gap analysis, writing assessment, etc.; **Organizational Assessment** including development and/or administration and interpretation of culture and climate surveys, conducting focus groups and discussions with individuals; **Individual Development** including developing learning maps, creating and conducting courses and workshops for leadership and employee development, etc.; and **Organizational Development** interventions and activities such as facilitating strategic planning, assisting organizations with change implementation, conflict management, team building, etc. You will also be involved in leadership selection processes and programs; coaching and mentoring programs; and providing a comprehensive training curriculum for the agency.

Desired Candidate Characteristics/Competencies: We are looking for individuals who have advanced education and experience in areas of industrial/organizational psychology who also have a strong work ethic, excellent oral and written communication skills, platform/presentation skills, excellent analytical ability and problem solving skills, strong interpersonal skills, and the ability to work in a team environment.

Qualifications: You must have a Bachelors Degree (or higher) in Psychology. In addition, and depending on the grade level for which you are applying, you must have either specific specialized experience, or relevant advanced degrees which may be substituted for experience (i.e. in I/O Psychology), or a combination of both. Examples of specialized experience include working in areas such as competency gap analysis, employee selection, employee and/or management training, organizational development, organizational effectiveness, performance management, statistical analysis, testing and measurement, etc. For additional information on qualifications requirements, please click on the full vacancy announcement(s) using the links below.

Salary & Grade Level: The minimum starting grade/salary is GS-9/step 1 (\$51,630) and the position has promotion potential to the GS-13/step 10 level (\$115,742). Please note that the grade/salary you are eligible for is directly related to your education and/or experience. For example, if selected for the position, the following will apply: Masters Degree in I/O Psychology will qualify you for a GS-9. Completion of a Ph.D. in I/O Psychology will qualify you for a GS-11. An MS degree combined with a year of full time specialized experience (as defined above) may also qualify for a GS-11 and two years of specialized experience may qualify you for a GS-12. Similarly, a Ph.D. with one year of specialized experience may qualify for a GS-12. To qualify for a GS-13, an additional year of specialized experience would be required for both and would need to be at a relatively high level which included some amount of project management responsibility.

Benefits Include: Flexible work schedules and potential telework arrangements; 401(k) style retirement savings and investment plan; paid vacation, holidays and sick leave; leave bank and leave transfer program; health, life and long term care insurance; dental and vision insurance; transportation subsidy; regular salary increases; individual and group incentive awards.

How to Apply: Click on one or both of the following links depending on whether you are a candidate without prior federal service, or are a current or former federal employee in the competitive service. Please apply for the appropriate grade level as described above. Follow instructions carefully and be sure you upload or fax all relevant supporting documents which are requested.

Non-federal applicants: [click here](#)

Current or former federal employees (in the competitive service): [click here](#)

CONTACT FOR QUESTIONS ABOUT APPLYING FOR THE POSITION: Judy Reavis/Phone (703) 292-8567/email: jreavis@nsf.gov

CONTACT FOR QUESTIONS ABOUT THE POSITION ITSELF: Dr. Doug Deis/Phone: (703) 292-2195/email: ddeis@nsf.gov

NSF is an equal opportunity employer. Selection for this position will be based solely on merit. NSF provides reasonable accommodations to applicants with disabilities where appropriate.