



**National Security Agency**  
Where Intelligence Goes to Work®

## Applied Social Scientist

Fort Meade, MD, United States

The NSA Office of Career Program Design seeks an experienced Applied Social Scientist for a full-time position. The incumbent will work as part of a new organization created to provide guidance and oversight to the Agency's 43 Career Development Programs. This organization's responsibilities include but are not limited to: identifying and implementing best practices, establishing processes and procedures, evaluating the effectiveness of programs, finding ways to support and improve existing programs, designing and defining standards for new programs, and collecting, analyzing, summarizing, reporting, and maintaining program-related data.

The ideal candidate will possess experience in training/program evaluation and demonstrate exceptional skills in the areas of data analysis, problem solving, report writing, performance measurement, survey design, data visualization and client/project management. Attention to detail and self-motivation are critical. Example projects include:

- Developing and executing plans to evaluate the impact of current and future programs and processes
- Developing and analyzing workforce surveys
- Developing communication and implementation plans to facilitate change management efforts
- Conducting training needs analyses and evaluating the training effectiveness
- Researching and identifying best practices in rotational development programs
- Analyzing a variety of program-related data to drive strategic business decisions
- Creating dynamic user-friendly visualizations of key program-related data and information

The ideal candidate for this position would be expected to:

- Have 1-2 years of experience in training/program evaluation, performance assessment, education/training design, or a related field
- Collaborate with team members across the organization and develop strategic partnerships throughout the Agency to help achieve organizational goals and needs
- Keep abreast of best practices and new research in Industrial-Organizational Psychology, Education, Training, and related fields
- Contribute to the conceptualization, design, analysis, and presentation of basic and applied research (applying appropriate quantitative and qualitative research techniques, data collection strategies, data analysis methods) to information technical and leadership decisions
- Synthesize complex findings and detailed research into executive summaries and presentations intended for managerial decisions and/or publication
- Present findings to technical and non-technical audiences
- Provide high quality customer service to clients through superior technical work as well as effective project management and communication
- Be proficient with MS Excel, MS Word, MS PowerPoint, and Statistical Software (e.g., SPSS, R)

Click [HERE](#) to apply for this position today!

U.S. Citizenship is required for all applicants. Reasonable accommodations provided to applicants with disabilities during the application and hiring process where appropriate. NSA is an equal opportunity employer and abides by applicable employment laws and regulations. All applicants and employees are subject to random drug testing in accordance with Executive Order 12564. Employment is contingent upon successful completion of a security background investigation and polygraph.

This position is a Defense Civilian Intelligence Personnel System (DCIPS) position in the Excepted Service under 10 U.S.C. 1601. DoD Components with DCIPS positions apply Veterans' Preference to eligible candidates as defined by Section 2108 of Title 5 USC, in accordance with the procedures provided in DoD Instruction 1400.25, Volume 2005, DCIPS Employment and Placement. If you are a veteran claiming veterans' preference, as defined by Section 2108 of Title 5 U.S.C., you may be asked to submit documents verifying your eligibility.

DCIPS Disclaimer: The National Security Agency (NSA) is part of the DoD Intelligence Community Defense Civilian Intelligence Personnel System (DCIPS). All positions in the NSA are in the Excepted Services under 10 United States Codes (USC) 1601 appointment authority.