

U.S. NAVAL WAR COLLEGE SEEKS  
DEAN  
CENTER FOR NAVAL WARFARE STUDIES  
AD-1701-09

The President, U.S. Naval War College (PNWC), invites applications for the position of Dean, Center for Naval Warfare Studies, in Newport, RI. This opening is a senior leadership position at the Naval War College heading the primary research arm of the College.

**The U.S. Naval War College.** The U.S. Naval War College (NWC) is a Joint Professional Military Education (JPME) institution serving the nation, the Department of Defense, and the U.S. Navy. U.S. and selected international graduates earn Master of Arts degrees in National Security & Strategic Studies or Defense & Strategic Studies accredited by the New England Commission of Higher Education (NECHE). The College educates and develops future leaders through the development of strategic perspective, critical thinking, and cultural awareness, as well as enhancing the capability to advise and eventually serve as senior leaders and policy makers. The College also helps to define the future Navy and its roles and missions; supports combat readiness; strengthens global maritime partnerships; and promotes ethics and leadership throughout the force. **We are actively seeking candidates with diverse academic, demographic, and professional backgrounds.** More information on the college can be found at [www.usnwc.edu](http://www.usnwc.edu)

**Center for Naval Warfare Studies.** The Center for Naval Warfare Studies (CNWS) is the primary research organization of the NWC. Faculty and staff produce a wide range of independent and sponsored unclassified and classified research and analysis on issues of war, peace, national security, regional security, and international law -- all with particular attention to issues related to naval warfare and the maritime domain. This research is, as appropriate, published and provided in various forms to the leadership and staffs of the Navy, the other services, the Department of Defense including the Office of the Secretary of Defense and the Joint Staff, other elements of the U.S. government, the defense establishments of allies and partners, and the broader national security community. The research also is infused into the curriculum at the College. Faculty and staff use a wide range of research and analytic methods. The goal is for research outputs to be integrated with one another and with other analytic endeavors within the Navy and across the Defense Department, the U.S. government, and broader academic and analytic communities. Wargaming is a significant component of the activities of CNWS and the foundational role of wargaming as part of the college's missions and curriculum. CNWS faculty also support the College curricula through teaching in the electives and distance education programs and providing wargaming design, execution, and other support for resident and distance students.

CNWS consists of three departments and the Naval War College Press. These three departments are: (1) the Stockton Center for International Law (SCIL); (2) the Strategic and Operational Research Department (SORD); and (3) the War Gaming Department (WGD). Within SORD there are a number of institutes and advanced research programs: the China Maritime Studies Institute, Cyber and Innovation Policy Institute (with the Graveley Program), Russian Maritime Studies Institute, Brodie Group, Deterrence Studies Institute and the Halsey Alpha, Halsey

Bravo, and Holloway Advanced Research Programs. Further information on these departments, their faculty, and their sub-entities can be found on the USNWC's website: <https://usnwc.edu/> under Research and Wargaming and Faculty and Departments. CNWS faculty and staff are a mix of civilians with advanced degrees (most at the doctoral level), active duty and retired military officers and enlisted personnel, and civilian and contract support staff.

**Dean, Center for Naval Warfare Studies.** The Dean, Center for Naval Warfare Studies, oversees the research work undertaken by its departments, faculty, and staff. As part of managing and shaping the research agenda, the Dean develops and expands a network of contacts within the naval, joint, and broader national security community. Specifically, the Dean develops and expands an understanding of the research and analysis needs of senior Navy, joint, and civilian leaders in the Department of Defense and the U.S. interagency. The Dean leads and organizes innovative research approaches to the Navy's and the Nation's most significant national security challenges. The Dean creates and manages the CNWS budget, faculty, manpower and personnel issues, and the organization of CNWS departments. The Dean is part of the USNWC senior leadership team, reporting to the Provost, and in concert with the Provost and other senior leaders, advises the President, U.S. Naval War College, on policy, procedures, priorities, and resource issues that affect the mission of the College.

**Qualifications.** Candidates must have an advanced degree and significant experience in leading research projects and analyzing national security issues and strategic and operational warfare issues and concepts. A Master's degree is required, a Ph.D. is highly preferred. Candidates without a Ph.D. must demonstrate knowledge of research design and methods. Candidates must have previously supervised as well as conducted research and analysis on national security and/or warfare issues.

Desired attributes include, but are not limited to: (1) knowledge of U.S. and foreign naval and joint capabilities and concepts of operations; (2) knowledge of or equivalent practical experience with advanced technology and functional military capabilities; (3) knowledge of naval and joint warfare in all phases of operations from peace time to high-end combat; (4) knowledge of how research supports the work of policymakers in the Navy and DOD; and (5) knowledge of and connections with research entities outside the Navy/DOD enterprise. Experience gained by leading teams and conducting research, systems analysis, systems operation, and/or development and execution of warfighting operations, tactics, techniques, and procedures within the Navy, the Department of Defense, other national security organizations, or research entities. Experience working on research teams as well as participating in wargames is highly preferred. Experience making and managing budgets and managing a knowledge-based workforce is also highly preferred.

Candidates must be U.S. citizens and capable of obtaining a Department of Defense TOP SECRET/SCI security clearance. The selected candidate will be subject to a pre-employment drug screening test and to random drug testing thereafter.

**Appointment.** The appointment is governed by provisions of 10 USC 8748 as delegated by the Secretary of the Navy, and the regulations of the U.S. Office of Personnel Management that

apply to “Excepted” appointments under Schedule A. For the successful candidate, the initial term of appointment is expected to be four years in length with provision for renewal dependent on performance. This is not a remote work position; however, the incumbent may be eligible for telework as determined by policy and the position requirements. The incumbent may be expected to travel on occasion.

**Salary Considerations.** Salary is competitive and accompanied by a generous federal benefit package that includes health insurance and retirement saving plans, paid vacation, paid sick leave, and other benefits. Rank and salary are commensurate with experience and credentials in accordance with the Department of the Navy Faculty Pay Schedule.

**Application Process.** Applicants must reference VA#NWC-24-16 and submit their application package via email to: [nwc-24-16@usnwc.edu](mailto:nwc-24-16@usnwc.edu) . The application package should include: (1) cover letter, (2) curriculum vitae, and (3) names and contact information for three references. Applications will be accepted until 11:59 pm (EDT), 31 October 2024.

Questions about the position or the institution should be emailed to Dr. Thomas Gibbons: [gibbonst@usnwc.edu](mailto:gibbonst@usnwc.edu).

NOTICE OF VETERANS PREFERENCE: There is no formal rating system for applying veterans’ preference to the excepted service; however, the Department of Defense considers veterans’ preference eligibility a positive factor for hiring. Applicants eligible for veterans’ preference must include that information in their cover letter or resume and attach supporting documentation (e.g., DD Form 214, "Certificate of Release or Discharge from Active Duty") to their submissions. Although the point-preference system is not used, applicants eligible to claim 10-Point preference must submit a Standard Form (SF) 15, "Application for 10-Point Veteran Preference," and supporting documents required for specific type of preference claimed. (SF 15, which lists the types of 10-Point Preference and the required supporting documents, is available from the Office of Personnel Management Website at [www.opm.gov](http://www.opm.gov).)

Within the Department of Defense (DoD), the appointment of retired military members within 180 days immediately following retirement date to a civilian position is subject to the provisions of 5 United States Code 3326. **Active-duty members must submit a statement of service with their application.**

The U.S. Naval War College is an Equal Opportunity Employer.