

U.S. NAVAL WAR COLLEGE SEEKS
ASSISTANT/ASSOCIATE PROFESSOR, CHINA MARITIME STUDIES INSTITUTE
STRATEGIC AND OPERATIONAL RESEARCH DEPARTMENT
CENTER FOR NAVAL WARFARE STUDIES
AD-1701-03/05

U.S. Naval War College. The U.S. Naval War College is a Professional Military Education (PME) institution serving the nation, the Department of War (DoW), 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. 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 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 varied academic and professional backgrounds.** More information on the college can be found at www.usnwc.edu.

Strategic and Operational Research Department (SORD). The SORD produces innovative research and analysis for the U.S. Navy, the U.S. DoW, the U.S. interagency, and the broader national security community. It also generates new scholarship in security studies and actively participates in the broader academic community. The SORD is home to a number of specialized centers, institutes, and advanced research groups that foster deeper levels of research, analysis, and teaching on subjects of critical interest for the Navy: the China Maritime Studies Institute, the Cyber & Innovation Policy Institute, the Deterrence Institute, the Russia Maritime Studies Institute, and the Halsey and Holloway Advanced Research Programs. The SORD's faculty employ varied and multi-disciplinary approaches to national security issues, generating new knowledge for the Navy and the DoW.

China Maritime Studies Institute (CMSI). China Maritime Studies Institute (CMSI) scholars perform academic research using Chinese-language sources to develop deep, impactful insights into key aspects of China's military maritime development, capabilities, and trends. CMSI publishes highly-specialized-and-relevant pioneering research offering pathbreaking knowledge of key China military maritime issues that directly addresses most difficult problem sets facing the U.S. Navy. Research generates insights previously unavailable at any classification. On this basis, CMSI informs the U.S. Navy and Marine Corps, advises U.S. civilian and military leaders, and educates the Joint Force's next generation of warfighters. CMSI collaborates closely with government research centers, civilian academic institutions, and other stakeholder organizations.

Responsibilities. Under SORD Chair and CMSI Director guidance, the professor will conduct research using Chinese-language materials; and write and publish books, articles, quick-turnaround reports, and other studies on PRC maritime developments. As an indispensable subject-matter expert consistently generating original knowledge that informs understanding and decision making, the Assistant/Associate Professor will provide novel, anticipatory insights unavailable elsewhere and recognized as authoritative by aforementioned stakeholders. Additional responsibilities include: contributing flexibly and collaboratively to CMSI and joint research projects, including classified research; performing translations; managing the CMSI library; helping to organize and host events; professional and stakeholder engagement; and supporting related research, teaching, and wargaming at the College.

Qualifications and Competencies. A master's degree or enrollment in a Ph.D. program, preferably in security studies or a related field of regional studies, is required; a research-oriented Ph.D. is beneficial. **Mandarin Chinese reading proficiency is required and must be specified in the application.** Highly

desirable candidates will have significant experience researching PRC security issues; analytical experience, including in developing innovative approaches to research and analysis; an extensive, top-caliber publication record focusing on PRC strategy, policy, military, and/or maritime issues; and impact recognized by leading stakeholders.

Candidates must be U.S. citizens and capable of obtaining a DoW security clearance; SECRET is required and TOP SECRET preferred. For TOP SECRET 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 appointed at the rank of Assistant Professor (AD-3), the initial term of appointment is expected to be three years in length with provision for renewal dependent on performance. For appointment at the rank of Associate Professor (AD-5), the initial term of appointment is expected to be two years in length with provision for renewal dependent on performance. This is not a remote work position. Telework eligibility is limited and will be determined by the agency policy in accordance with Presidential Memorandum “Return to In-Person Work” of January 20, 2025, and DoW implementation guidance. The incumbent may be expected to travel on occasion. Upon selection, career track determination (tenure, non-tenure) will be jointly determined by the candidate and NWC based on their experience and credentials. Candidates selected for employment will be required to comply with applicable federal regulations and the policies and procedures of the U.S. Naval War College.

Salary Considerations. Salary is competitive and is accompanied by a generous Federal Civil Service package that includes health insurance, pension and retirement saving plans (with employer matching contributions), paid vacation and sick leave, and other benefits. Rank and salary are commensurate with experience and credentials in accordance with Department of the Navy Faculty Pay Schedule. Upon selection, career track determination (tenure, non-tenure) will be jointly determined by the candidate and NWC based on their experience and credentials.

Application Process: Application packages should include a cover letter; 2-page resume; and the names, addresses, and telephone numbers of three professional references. Supplemental materials such as a detailed curriculum vitae (CV) may also be included. Applications packages must be submitted to: nwc-26-06@usnwc.edu and must reference VA#NWC-26-06. Applications will be accepted until 11:59 pm (EST) 12 June 2026.

Questions about this position should be directed via email to Professor Christopher Sharman, at christopher.sharman@usnwc.edu.

NOTICE OF VETERANS PREFERENCE: There is no formal rating system for applying veterans’ preference to the excepted service; however, the Department of War considers veterans’ preference eligibility a positive factor for hiring. Applicants eligible for veterans’ preference must include that information in their cover letter or resume/CV and attach supporting documentation (DD Form 214, "Certificate of Release or Discharge from Active Duty") to their submission. 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 of the claimed disability (e.g., disability letter from the VA). The 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.

Any current or prior military service should be described including assignments, positions held, highest rank attained, and dates of service.

Within the DoW, 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.