



Vice Provost for Research and Innovation Naval Postgraduate School

Pay Schedule: AD-1701-09

PD#: F0053

Location: Monterey, California (Not a remote position)

Clearance: Must be able to obtain and maintain a Top Secret clearance

Summary:

The **Naval Postgraduate School (NPS)** is seeking an innovative and visionary leader to serve as its **Vice Provost for Research and Innovation (VPRI)**. This pivotal role will lead NPS's Research Enterprise into the future, guiding the school's strategic research agenda, fostering transformative partnerships, and driving forward-looking initiatives that support the Navy and the Department of Defense (DoD). The VPRI will play a key role in building a research portfolio that addresses critical defense challenges and ensures NPS remains at the forefront of military education and research.

This role demands a dynamic leader capable of navigating complex organizational landscapes, overcoming bureaucratic hurdles, and inspiring a culture of creativity and forward-thinking. The VPRI will not only advance NPS's current research capabilities but also envision and build new pathways for collaboration with industry, academia, and government stakeholders.

The ideal candidate will possess a diverse background spanning academia, government, and industry, with a proven ability to lead through change, drive innovation, and bring together interdisciplinary teams to solve the pressing challenges of today and tomorrow.

Key Responsibilities:

Strategic Vision and Innovation Leadership:

- Shape and implement a visionary research agenda aligned with emerging trends in cybersecurity, aerospace, AI, and other critical areas.
- Lead NPS's efforts to create new research opportunities and partnerships, particularly through the development of the Navy's Naval Innovation Center at NPS—a cutting-edge innovation hub designed to bridge academia, industry, and government for collaborative solutions to the Department of the Navy's most pressing problems.
- Act as a catalyst for change, fostering a culture of innovation while maintaining compliance with Navy and DoD policies.
- Oversee and build the Office of Research and Innovation, which includes three distinct offices supporting research operations and innovation activities across campus.

Collaboration and Relationship Building:

- Serve as a key advocate for NPS researchers, securing funding from a wide range of sponsors, including DoD, government agencies, industry, and foundations.
- Build and maintain strategic relationships with senior Navy leadership, defense organizations, and private-sector partners to enhance NPS's research capabilities and impact.
- Foster interdisciplinary research across the Navy and other defense entities to position NPS as a leader in warfighting innovation.
- Build strong interpersonal relationships with faculty, staff, and external stakeholders, ensuring transparent communication and collaboration.

Organizational Change and Operational Excellence:

- Lead the continuing transformation of NPS's research enterprise by streamlining processes, optimizing resource allocation, and navigating complex organizational dynamics to implement sustainable solutions.
- Supervise the Sponsored Programs Support Office, overseeing the submission of research proposals, and managing a portfolio of roughly 600 funded projects.
- Review research proposals weekly and oversee the research infrastructure to ensure NPS meets future demands and incorporates the latest advancements in technology and innovation.
- Supervise the Research Operations and Program Support Office, which includes multiple program managers, oversees field experimentation activities like the Joint Interagency Experimentation Program, and includes STEM and outreach programs.
- Supervise the Emerging Tech and Innovation Office, which includes tech transfer activities, the NavalX-supported Central Coast Tech Bridge, builds partnerships with industry and government entities, and creates opportunities for interdisciplinary innovation teams at NPS to support Naval challenges.

Naval Innovation Center Leadership:

- Work with NPS Leadership on the organization and management structure of the Naval Innovation Center (NIC).
- Provide strategic leadership in developing warfighting capabilities, leveraging the Innovation Center as a nexus for experimentation and future warfare concepts.
- Help integrate NPS's research activities into the broader Naval community and ensure the NIC becomes a hub for forward-thinking defense solutions.

Typical Weekly Activities:

- Participate in internal budget discussions, NIC planning sessions, and meetings with program managers.
- Conduct external relationship-building meetings with government agencies, industry partners, and defense entities.
- Oversee large program portfolios, ensuring funding for major initiatives, and act as an advocate for NPS's research mission at high-level meetings, both at NPS and with external organizations (traveling as needed).
- Engage in faculty and research center board meetings, providing leadership in new research opportunities, and addressing challenges related to Modernization of the campus buildings.

Supervisory Responsibilities:

The VPRI is a supervisory role responsible for managing both technical and administrative leaders within NPS's Research Enterprise. Direct reports include:

- **Associate Provost for Research (also Director of Research Operations and Program Support)**
- **Director of Sponsored Programs Support**
- **Director of Emerging Tech and Innovation**
- **Administrative Support Specialist**

Qualifications:

Required Education:

- Doctoral or terminal degree in a discipline relevant to NPS's mission.

Required Experience:

- Significant experience (six or more years) in higher education or advanced research institution, with at least one year in a senior leadership role (e.g., Department Chair, Associate Dean of Research).
- A proven track record of research and publication.
- Successful leadership and navigation of complex research environments involving multiple stakeholders, such as defense agencies, industry, and academia.
- Demonstrated ability to build strategic partnerships and lead large, interdisciplinary research initiatives.

Preferred Experience:

- In addition to the required qualifications, the ideal candidate will have demonstrated experience with defense and government research funding agencies, such as Defense Advanced Research Projects Agency (DARPA), Office of Naval Research (ONR), Air Force Office of Scientific Research (AFOSR), National Science Foundation (NSF), etc. The ideal candidate will also have knowledge of and experience working with other organizations within the Naval Research & Development Establishment (NR&DE), and external organizations such as academia and industry.
- Experience in a defense research laboratory, University-Affiliated Research Center (UARC), Federally Funded Research and Development Center (FFRDC), or similar organization.
- Proven ability to lead through organizational change, particularly in environments that blend military, academic, and government cultures.
- Current or recent Secret-level or higher clearance.

Special Requirements:

- Must be able to obtain and maintain a Top Secret-level security clearance requirements.
- Required to file an OGE 450, Confidential Financial Disclosure Report.
- Significant domestic and international travel is expected, estimated at up to 30%.

NOTE: IF YOU ARE A VETERAN: Veterans Preference is treated as a positive merit factor for NPS faculty positions. We strongly encourage you to identify your Veterans' Preference on your resume or elsewhere in your application package and provide documentation supporting your veterans preference. Acceptable documentation includes a DD-214 (e.g. Member 4 copy), a signed Statement of Service on command letterhead, and may also include civil service letter of compensable service-connected disability and SF-15. The character of discharge must be evident from the documentation provided.

Additional Veterans' information: If you are not sure of your preference eligibility, visit the Department of Labor's website: <http://www.dol.gov/elaws/vets/vetpref/mSERVICE.htm>. For more veterans' preference information, visit: <http://www.fedshirevets.gov/job/vetpref/index.aspx>.

This Opportunity:

This is an exciting opportunity for a visionary leader who can navigate the complexities of government, academia, and industry to drive the Naval Postgraduate School's research and innovation into the future. The VPRI will be at the forefront of creating solutions that address the critical needs of the Navy and the broader defense community, ensuring NPS remains a leader in military education and research.

Salary and Benefits:

- **Salary:** Up to \$204,000 annually, inclusive of locality rate (2024 quoted).
- **Relocation/recruitment incentives** will be negotiated as part of the offer.

- **Telework:** Local telework, including regular and situational telework may be authorized.
- **Benefits:**
 - Health Benefits
 - Dental & Vision Insurance
 - Flexible Spending Accounts
 - Long Term Care Insurance
 - Life Insurance
 - Eligible for Annual Performance Bonus
 - Retirement Benefits
 - Up to 5% Salary Match Thrift Savings Plan (TSP)
 - Generous Leave & Holidays
 - Work/Life Flexibilities
 - Career Development & Assistance Programs
 - Additional Perks
 - Annual Leave Accrual Credit for relevant experience for eligible candidates

How to Apply:

NPS has retained Professionals for Nonprofits to help with this hire. If you are interested in finding out more, please click [here](#) to submit your resume.

Know someone who would be a great fit? Feel free to send us their resume as well to our Executive Search Recruiter, Wade Savitt, at wsavitt@pnpstaffinggroup.com.

About Professionals for Nonprofits

Professionals for Nonprofits (PNP), the executive search division of Careers In Nonprofits, has delivered top-tier recruitment services for over 25 years. Since 1996, PNP has built a distinguished reputation for identifying and placing senior leaders across sectors, including higher education institutions, colleges, and universities. Our dedication to diversity goes beyond a goal—it forms the foundation of our recruitment strategy and operational ethos. We are proud of our consistent success in placing talented, diverse candidates in mission-driven leadership roles.