AUBURN
Human Resources

Dir, Army & Rapid Capabilities Programs

Job Description

JOB INFORMATION

Job Code	HU15
Job Description Title	Dir, Army & Rapid Capabilities Programs
Pay Grade	H38
Range Minimum	$167,600
33rd %	$204,470
Range Midpoint	$222,900
67th %	$241,340
Range Maximum	$278,210
Exemption Status	Exempt
Organizational use restricted to the following divisions	170 Senior VP Research Econ Development
Approved Date:	6/12/2026 3:54:59 PM

JOB FAMILY AND FUNCTION

Job Family:	Research
Job Function:	Research Development

JOB SUMMARY

Provides strategic and technical leadership for applied research initiatives, directing complex engineering and scientific programs that advance mission-driven outcomes. Oversees research development, program execution, and stakeholder engagement to deliver innovative solutions aligned with Auburn University priorities and U.S. Government mission needs.

RESPONSIBILITIES

- Strategic Vision & Leadership: Defines and drives the strategic direction for applied research initiatives, ensuring alignment with Auburn University's Strategic Plan and the Applied Research Institute's (ARI) vision, strategy, and goals. Serves as a key member of the Huntsville-based ARI Leadership Team, shaping organizational strategy, advancing research growth, and strengthening external partnerships.
- Team Management & Talent Development: Leads and develops ARI personnel, fostering a high-performing, mission-focused environment through professional development, performance management, and regular team engagement. Manages and mentors a team of Research Engineers and operations personnel supporting high-visibility programs, while providing technical leadership and guidance to faculty, principal research scientists and engineers, postdoctoral fellows, students, and staff.
- Growth Strategy & Technical Roadmap: Develops and executes a comprehensive growth strategy and forward-looking technical roadmap aligned with ARI and Auburn University capabilities and sponsor priorities. Identifies emerging research opportunities, builds a robust pipeline of applied research initiatives, and drives alignment with evolving U.S. Government mission needs and strategic priorities.
- Research Leadership & Technical Execution: Directs advanced research and development initiatives, applying engineering and scientific expertise to solve complex technical challenges and rapidly transition capabilities to operational use. Provides oversight of technical approaches including design, prototyping, analysis, and implementation of engineering solutions.
- Program Management & Operational Execution: Oversees program execution across defense portfolios, ensuring efficient delivery of capabilities, integration of workforce development, and sustained program growth. Leads development and management of proposals, budgets, schedules, progress reports, and technical presentations to support successful execution and delivery.
- Stakeholder Engagement & Proposal Development: Serves as a primary liaison with U.S. Government agencies, industry partners, faculty, staff, and students to advance mission-aligned applied research initiatives. Leads the development of competitive proposals and communicates technical and programmatic outcomes effectively to internal and external stakeholders.

RESPONSIBILITIES

- Defense & Government Partnership Development: Strengthens and expands partnerships with United States Army and other Department of Defense customers by aligning ARI capabilities with sponsor requirements and delivering impactful research solutions.
- Academic Integration & Applied Learning: Engages faculty across the university to expand applied research initiatives and supports experiential learning opportunities for students. Bridges research and academic priorities to enhance collaboration and workforce development.
- Facilities, Infrastructure & Technical Resource Stewardship: Oversees the design, fabrication, operation, maintenance, and repair of specialized equipment, materials, and systems. Ensures laboratories, equipment, and technical infrastructure are fully operational and capable of supporting advanced research, testing, and prototyping activities.
- Technical Reporting & Strategic Planning: Prepares comprehensive technical reports and documentation to support near-term program objectives and long-range strategic planning, enabling informed decision-making and sustained organizational progress.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	Full supervisory responsibility for other employees is a major responsibility and includes training, evaluating, and making or recommending pay, promotion or other employment decisions.

MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only to be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
PhD	in engineering, science, or closely related field	and	10 years of	experience leading applied research programs within engineering or scientific environments, including support of U.S. Army and Rapid Capabilities initiatives. Experience in leading teams of scientists and research associates to achieve technical and strategic objectives is strongly desired.	Or
Master's Degree	in engineering, science, or closely related field	and	14 years of	experience leading applied research programs within engineering or scientific environments, including support of U.S. Army and Rapid Capabilities initiatives. Experience in leading teams of scientists and research associates to achieve technical and strategic objectives is strongly desired.	Or
Bachelor's Degree	in engineering, science, or closely related field	and	18 years of	experience leading applied research programs within engineering or scientific environments, including support of U.S. Army and Rapid Capabilities initiatives. Experience in leading teams of scientists and research associates to achieve technical and strategic objectives is strongly desired.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Knowledge of U.S. Army & rapid capabilities trends and emerging technologies in applied research	
Knowledge of sponsor landscapes, funding mechanisms, and technology gaps in space innovation	
Skill in building and leading multidisciplinary teams of scientists, engineers, and researchers	
Skill in developing technical roadmaps and long-term growth strategies	
Ability to align and drive high-impact research initiatives that support mission priorities, strengthen organizational reputation, and address sponsor needs.	
Ability to lead, mentor, and develop high-performing teams while guiding proposal development to secure competitive research funding.	

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/ Desired	
	Department of Defense (DOD) Security Clearance	Upon Hire	Desired	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing			X			
Walking			X			
Sitting				X		
Lifting		X				10 lbs
Climbing			X			
Stooping/ Kneeling/ Crouching			X			
Reaching				X		
Talking				X		
Hearing					X	
Repetitive Motions				X		
Eye/Hand/Foot Coordination				X		

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold		X			
Extreme heat		X			
Humidity			X		
Wet			X		
Noise			X		
Hazards		X			
Temperature Change			X		
Atmospheric Conditions		X			
Vibration		X			

Vision Requirements:

Ability to see information in print and/or electronically and distinguish colors.

Travel Requirements:
In-State; Domestic