



NATIONAL SCIENCE FOUNDATION
Directorate for Social, Behavioral and Economic Sciences (SBE)
Office of the Assistant Director (OAD)
4201 Wilson Boulevard, Room 905
Arlington, VA 22230

August 24, 2017

Dear Colleague:

I am writing to ask for your assistance in identifying potential candidates for the position of Division Director for the Division of Behavioral and Cognitive Sciences (BCS) in the Social, Behavioral, and Economic Sciences Directorate (SBE). You may view the vacancy announcement (BCS-2017-0010) for this position at USAJOBS: <https://www.usajobs.gov/GetJob/ViewDetails/477388200>.

The BCS Division Director, a key member of the SBE Directorate leadership team, provides leadership and direction for the support of research that develops and advances scientific knowledge about the brain, human cognition, language, social behavior, and culture, as well as research on the interactions between human societies and their environments. The Division Director provides overall direction and management to a division that includes a staff of approximately 30 employees and a Fiscal Year 2017 budget of roughly \$95 million. The nature of the position calls for an experienced manager with highly-respected expertise in the behavioral and cognitive sciences.

I look forward to any help you may be able to offer in the search for candidates for this key NSF position. I am especially interested in identifying women, members of underrepresented minority groups, and persons with disabilities for consideration. Areas of importance for the SBE Directorate include interdisciplinary research and the development of infrastructure to support new approaches for gathering and analyzing data related to behavior and cognition. Within the behavioral and cognitive sciences, candidates familiar with issues associated with big data, neuroscience and biological underpinnings of human behavior, replicability, and human-technology interactions are particularly encouraged to apply. Information about the BCS Division's mission and programs is provided on its Home Page <http://www.nsf.gov/div/index.jsp?div=BCS>. As you will see, the BCS Division includes programs in Archeology; Biological Anthropology; Cognitive Neuroscience; Cultural Anthropology; Developmental Sciences; Documenting Endangered Languages; Geography and Spatial Sciences; Linguistics; Perception, Action, and Cognition; Science of Learning; and Social Psychology. It also participates in cross-directorate activities such as Understanding the Brain, Secure and Trustworthy Cyberspace, Smart and Connected Communities, and others.

The Qualification Requirements of the position are listed below:

Executive/Managerial Requirements

1. **Leading Change.** Demonstrated ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Includes the ability to establish an organizational vision and to implement it in a continuously changing environment.
2. **Leading People.** Demonstrated ability to lead people toward meeting the organization's vision, mission, and goals. Includes the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.
3. **Results-Driven Leadership.** Demonstrated ability to meet organizational goals and customer expectations. Includes the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.
4. **Business Acumen.** Demonstrated ability to manage human, financial, and information resources strategically.
5. **Building Coalitions.** Demonstrated ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

The position will be filled via one of these appointment types:

1. **Intergovernmental Personnel Assignment (IPA) Act assignment:** Individuals eligible for an IPA assignment with a Federal agency include employees of State and local government agencies or institutions of higher education, Indian tribal governments, and other eligible organizations in instances where such assignments would be of mutual benefit to the organizations involved. Initial assignments under IPA provisions may be made for a period up to two years, with a possible extension for up to an additional two-year period. The individual remains an employee of the home institution and NSF provides the negotiated funding toward the assignee's salary and benefits.
2. **Senior Executive Service Career appointment**
3. **Senior Executive Service Limited-Term (1-3 years) appointment**

Temporary Excepted Service Appointment: Appointment to this position will be made under the Excepted Authority of the NSF Act. Candidates who do not have civil service or reinstatement eligibility will not obtain civil service status if selected. Candidates currently in the competitive service will be required to waive competitive civil service rights if selected. Usual civil service benefits (retirement, health benefits, and life insurance) are applicable for appointments of more than one year. Temporary appointments may not exceed three years.

Applications will be accepted from US Citizens. Recent changes in Federal Appropriations Law require Non-Citizens to meet certain eligibility criteria to be considered. Therefore, Non-Citizens must certify eligibility by signing and attaching a Citizenship Affidavit (available at <https://www.usajobs.gov/GetJob/ViewDetails/477388200>) to their application.

Should you or your colleagues be interested in this position, please email a current CV accompanied by a cover letter that highlights the background that specifically relates to the program objectives to: execsrch@nsf.gov.

NSF's Division of Human Resource Management (HRM) is assisting me in this outreach. Hugh Sullivan, (hsulliva@nsf.gov) is the point of contact in the HRM Division. The application deadline is 09/29/2017.

For additional information on NSF's rotational programs, please see "Programs for Scientists, Engineers, and Educators" on the NSF website at: <https://www.nsf.gov/careers/rotator/index.jsp>

Thank you in advance for helping to identify superb candidates for this very important leadership position at the National Science Foundation. Feel free to contact members of the Search Committee, who would be happy to field inquiries about this position:

- Dr. Norman Bradburn (Senior Fellow, NORC/University of Chicago; former Provost, University of Chicago, and former Assistant Director, SBE): Bradburn-Norman@norc.org
- Dr. Chalandra Bryant (Program Officer, SBE/BCS/Developmental Sciences): cbryant@nsf.gov
- Dr. Evan Heit (Division Director, Directorate for Education and Human Resources/Division of Research on Learning in Formal and Informal Settings): ekheit@nsf.gov
- Dr. Deborah Olster (SBE Senior Advisor), Chair: dholster@nsf.gov
- Dr. Daniel Sui (Division Director, SBE/Division of Social and Economic Sciences): dansui@nsf.gov
- Dr. Betty Tuller (Program Officer, SBE/BCS/Perception, Action & Cognition): btuller@nsf.gov

Sincerely,

Fay Lomax Cook, Ph.D.
Assistant Director, National Science Foundation
Social, Behavioral, and Economic Sciences Directorate