

JOB INFORMATION

Job Code	HU14
Job Description Title	Dir, Space & Missile Defense Programs
Pay Grade	H38
Range Minimum	\$170,940
33rd %	\$208,550
Range Midpoint	\$227,350
67th %	\$246,160
Range Maximum	\$283,760
Exemption Status	Exempt
Organizational use restricted to the following divisions	170 Senior VP Research Econ Development
Approved Date:	3/20/2026 12:24:23 PM

JOB FAMILY AND FUNCTION

Job Family:	Research
Job Function:	Disciplinary Research

JOB SUMMARY

Provides strategic leadership for a defined portfolio of space- and defense-focused research areas, shaping the laboratory's direction in alignment with Applied Research Center (ARC) priorities. Drives applied research initiatives and builds a sustainable external funding base to advance current programs and enable future laboratory growth.

RESPONSIBILITIES

- Defines and executes the laboratory's vision, strategic direction, and operational priorities, ensuring alignment with the ARC Director and broader institutional goals.
- Serves as a key member of the Huntsville-based Applied Research Institute (ARI) Leadership Team, shaping organizational strategy, driving research growth, and strengthening external partnerships.
- Leads and develops laboratory personnel, overseeing professional growth, performance evaluations, and regular team engagements to ensure progress toward mission objectives.
- Manages and mentors a team of Research Engineers supporting high-visibility programs for the Missile Defense Agency (MDA), NASA, U.S. Space Force, and Space Development Agency (SDA).
- Directs advanced research and development initiatives, applying expert engineering and scientific principles to solve complex technical challenges.
- Secures, manages, and grows research funding, identifying emerging opportunities and aligning them with laboratory capabilities and sponsor priorities.
- Oversees program execution and business development efforts across key space-domain customers, ensuring high-quality delivery and sustained growth.
- Builds and maintains a robust pipeline of applied research opportunities, ensuring alignment with evolving U.S. Government needs and strategic priorities.
- Collaborates with space and technical leadership to develop and implement a forward-looking technical roadmap that leverages institutional strengths and infrastructure.
- Engages faculty across the university to expand applied research initiatives and enhance experiential learning opportunities for students.
- Interfaces with U.S. Government agencies, industry partners, faculty, staff, and students to advance mission-aligned applied research initiatives.
- Develops and manages proposals, budgets, schedules, progress reports, and technical presentations for internal and external stakeholders.

RESPONSIBILITIES

- Provides technical leadership and guidance to faculty, principal research scientists and engineers, postdoctoral fellows, students, and staff on design, prototyping, analysis, and engineering solutions.
- Oversees the design, fabrication, operation, maintenance, and repair of specialized equipment, materials, and systems, including conducting failure analyses and implementing corrective actions. Ensures laboratory equipment, supplies, and systems remain operational and well-maintained.
- Prepares comprehensive technical reports and documentation to support near-term objectives and long-range planning efforts.

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	Supervises others with full supervisory responsibility.
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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 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 related field	and	10 years of	experience in engineering and research practices and principles.	Or
Master's Degree	in engineering, science, or related field	and	14 years of	experience in engineering and research practices and principles.	Or
Bachelor's Degree	in engineering, science, or related field	and	18 years of	experience in engineering and research practices and principles.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Expert knowledge of advanced engineering and scientific principles applied to space, defense, and applied research programs, including system design, prototyping, and technical analysis.	
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Comprehensive understanding of federal research environments, including sponsor priorities, funding mechanisms, and program structures within MDA, NASA, U.S. Space Force, and SDA.	
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Skilled in leading multidisciplinary research and engineering teams, including mentoring, performance management, and fostering a collaborative, high-performance culture.	
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Skilled in strategic planning and program management, including proposal development, budgeting, scheduling, and communicating complex technical concepts to diverse stakeholders.	
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Ability to secure, manage, and grow research funding, aligning emerging opportunities with laboratory capabilities and sponsor needs.	
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Ability to oversee complex laboratory operations, including equipment design and maintenance, troubleshooting, and implementing technical roadmaps that support long-range research goals.	
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MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/Desired	
None Required.				

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other
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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