



United States Coast Guard Academy
Assistant/Associate/Full Professor in Management
Department of Management

Location:	New London, CT	Pay Plan /Series/Grade:	AD-1710-00
Hiring Agency:	United States Coast Guard	Position Title:	Assistant/Associate/ Full Professor in Management
Announcement Number:	20250715-67705	Opening Period:	Open until filled; first cut-off date is October 1, 2025
School:	Leadership & Management		
Department:	Management	Temporary or Permanent:	Permanent
Supervisory:	No	Relocation Authorized:	Yes
Telework Eligible:	No	Security Clearance:	Non-Sensitive
Travel Required:	Occasional	Position Type:	Tenure Track 10- month

Description:

The U.S. Coast Guard Academy Department of Management is seeking an Assistant/Associate/Full Professor in Management. The desired start date is August 10th, 2026.

The U.S. Coast Guard Academy is a highly selective federal military college that provides a rigorous undergraduate program and is committed to building a talented faculty of teacher-scholars who collaborate to provide a multi-disciplinary and hands-on approach to learning and leadership development. We encourage qualified applicants from all backgrounds to apply for consideration. The U.S. Coast Guard Academy is an Equal Opportunity Employer. Visit www.uscga.edu for more information.

This is an appointment in the excepted service as a tenure track faculty member on a 10-month work schedule for an initial period not to exceed three years, with extensions and a permanent appointment contingent on successful progress and tenure reviews. The first one or two years of appointment to federal service is a trial period. The work schedule is full-time. Anticipated work hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday. This position is not eligible for teleworking and not eligible for remote work. All teaching is done in person. Relocation expenses are authorized. Occasional travel is required.

The salary range for this position is \$114,911 to \$173,762 per annum full-time for ten-month academic year. Salary offers may be made outside of the listed range for exceptional candidates.

Duties and Responsibilities

The Department of Management seeks applicants for an Assistant/Associate/Full Professor in Management. We seek a colleague who will teach courses in Strategy and Entrepreneurship/Innovation/Design Thinking. The selectee will teach in-person classes during Fall and Spring semesters and may be asked to teach during the summer term. Remote or virtual teaching is not an option. Teaching mastery and peer-reviewed scholarship are expectations for promotion and tenure. A sustainable research program in a field broadly related to strategy or entrepreneurship is preferred.

Major duties include:

1. Teaching between nine and twelve credit hours each semester.
2. Advising cadets, senior-level capstone projects and undergraduate research.
3. Perform rank-appropriate service activities for the Department, School, Institution, and Profession.
4. Performing scholarly research published in peer-reviewed journals.

Minimum Qualifications

1. Doctoral degree in Strategy or a closely related field from an AACSB-accredited institution. ABD candidates must include a letter in the application package signed by the applicant's major professor or thesis advisor attesting that the

candidate will complete all requirements for the doctoral degree before July 28, 2026.

2. College-level teaching or teaching assistant experience.

Preferred Qualifications

1. Teaching

- a. Commitment to undergraduate teaching demonstrated through education, professional development, and/or experience commensurate with stage of career.
- b. Ability and intention to employ evidence-based, and/or innovative teaching methodologies.
- c. Ability to advise senior-level management capstone consulting projects and/or lead student-centered undergraduate research projects.

2. Professional Skills and Experience

- a. Record of scholarship including publication in peer-reviewed journals and conferences, conference presentations, and/or participation in professional societies and activities commensurate with stage of career.
- b. Ability to work in a collaborative team environment, including acting in leadership and team member roles.
- c. Excellent written and verbal communication skills.
- d. Excellent interpersonal skills.

3. Leadership and Mentorship

- a. Demonstrable experience consistent with a full commitment to the Coast Guard's core values of Honor, Respect, and Devotion to Duty.

All qualification requirements must be met by the first cut-off date of the announcement except for the doctoral degree.

How to Apply:

Please submit the following:

1. A full curriculum vitae (resume). Please submit this file using the file name "**Last Name_CV**".
2. A letter of application. Please submit this file using the file name "**Last Name Letter**."
 - a. Providing a narrative description of how you meet the minimum and preferred qualifications specified in this vacancy announcement. (Note: qualifications will not be determined by information provided in this letter; rather, the CV must reflect the qualifications, and this letter provides a narrative description); and

- b. Listing names, mailing addresses, email addresses, and telephone numbers of at least three professional references.
3. Personal statement on teaching, scholarship, mentorship, and service at the USCGA, a maximum of three double-spaced pages. Please submit this file using the file name "**Last Name Personal Statement.**"
4. Finalists for the position will be required to provide proof of Education Requirement (Unofficial Transcripts). You may submit this now with your application, or, when directed by the search committee chair. If included with the application, please submit this file using the file name "**Last Name Transcripts.**"
 - a. Finalists will be required to provide evidence of your education by submitting legible copies of your unofficial degree transcripts from accredited colleges/universities. The transcript copies must reflect both your name and the college/university name and/or logo and must include the degree and date conferred. If tentatively selected for this position, you must submit official transcripts to the Human Resources office prior to receiving a firm offer of employment. Foreign education completed in foreign colleges or universities may be used to meet federal qualification requirements if you can show that your foreign education is comparable to education received in accredited institutions in the U.S. It is your responsibility to provide such evidence, e.g., an evaluation statement, with your application. Additional information is available on the Department of State site under evaluation of foreign degrees for a U.S. Government application, linked here: <https://www.state.gov/family-liaison-office/family-member-employment/family-member-employment-in-the-d-c-area/evaluation-of-foreign-degrees/>
5. Applicants who are ABD Ph.D. candidates must include a letter with the application form from the applicant's major professor attesting that the candidate will complete all requirements for the Ph.D. before 28 July 2026. Please submit this file using the file name "**Last Name ABD.**"
6. Applicants claiming Veterans' preference or if you are currently on active duty:
 - a. Veterans claiming 5-point veterans' preference must submit legible Member 4 Copy DD214(s) indicating Character of Service.
 - b. 30% Disabled Veterans must submit their Member 4 Copy DD-214(s), which includes Character of Service, a fully completed SF-15, and VA Disability Letter with percentage of disability OR documentation of disability determination from a branch of the Armed Forces which reflects

a compensable service-connected disability of 30% or more.

- c. Other 10-point Preference Eligibles must submit applicable Member 4 Copy DD-214(s), which includes Character of Service, a fully completed SF-15, and all required documentation described on the back of the SF-15 which proves that you are entitled to such preference.
- d. If you are a current active-duty military member who does not have a DD214 and are claiming preference under the Veterans Opportunity to Work (VOW) Act, you must submit certification from the Armed Forces indicating that you will be discharged or released under honorable conditions from active duty within 120 days from the date on the certification document. Certifications must be on letterhead from the appropriate military branch and include the following information: military dates of service and expected discharge or release date, character of service, military rank, type of discharge and date when terminal leave will begin. Certifications must be signed by, or by direction of military members' military personnel offices, unit commanders or higher headquarters. 5-point preference will not be granted if appropriate documentation is not submitted with your application.
- e. Veterans preference will not be granted if the appropriate documentation is not submitted with your application.

Finalists for the position will be required to submit documentation verifying the minimum requirements, including official transcripts. Applicants do not need to provide these by the priority cut-off date but should ensure they are ready to supply them when asked. Official transcripts are required to be submitted prior to receiving a firm offer of employment.

Please attach all documents and email them to:

CGA-EDU-SMB-FacultyApplications@uscga.edu

Priority consideration will be given to applications submitted in their entirety by 11:59 PM ET on the first cut-off date of the announcement.

Inquiries: Ms. Ankita Vachhani, School Business Manager,
CGA-EDU-SMB-FacultyApplications@uscga.edu

Other Information

This is a time-limited appointment not to exceed three years, the first one or two years of which may be a **trial period**. A second time-limited appointment not to exceed an additional four years may be made without re-advertising. If requested by you before the end of the sixth year of employment and approved by the Provost for academic tenure prior to the end of the seventh year of employment, you will be converted non-competitively to a permanent excepted appointment. Otherwise, termination of the time-limited appointment will be effected.

DHS offers an attractive benefits package that includes health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays.

If authorized relocation expenses will be paid in accordance with governing regulations.

This position is open to U.S. Citizens and non-citizens. Non-citizens selected for the position must provide evidence that they are eligible for appointment to this position and that they will remain eligible to meet all conditions of employment for the duration of the appointment. The US Coast Guard Academy does not sponsor visas.

If you are selected for this position, you will be subject to a determination of your suitability for Federal employment. All selectees are subject to an appropriate investigation as a condition of placement in this position. Certain investigation levels may automatically require a credit check after initial job qualifications have been met. For those positions that do not automatically require a credit check, it may later be required if the initial investigation surfaces a potential issue.

The tentative selectee will be required to complete questions contained on the [Declaration for Federal Employment, OF-306](#) at the time a tentative job offer is made. At the time of appointment, the selectee will be required to update the OF-306. Certain responses on the form could result in disqualification for appointment based on suitability determinations.

DHS uses E-Verify, an Internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about your rights and responsibilities at [E-Verify](#).

All Federal employees are required to have Federal salary payments made by direct deposit.

For Veterans' preference eligibility, visit [Veterans' Resources](#) and see the How to Apply section of this vacancy announcement.

In alignment with Federal hiring policies, more than one selection may be made from this announcement if additional identical vacancies in the same title, series, grade, and unit occur within 90 days from the date the certificate was issued.

If you need reasonable accommodation for the application and hiring process, please contact 860-444-8508. Decisions on granting reasonable accommodation will be made on a case-by-case basis. Visit [DHS Program of Reasonable Accommodation](#).

OPM must authorize employment offers for former or current Political Appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C or Non-Career SES employee in the Executive Branch, you must disclose this information.

What to Expect Next

You will receive an acknowledgement of the receipt of your application. If you do not receive such confirmation, do not assume your application was received. All applicants will receive notification regarding selection or non-selection.