

Johnson Space Center, National Aeronautics and Space Administration Announcement: Cooperative Education Program

The Human Resources Office at the Johnson Space Center seeks highly qualified candidates for the Cooperative Education Program. The successful candidate will serve as a Human Resources Development Representative (HRDR) while pursuing their graduate degree. For consideration, a candidate must be a current graduate student in Industrial/Organizational Psychology or a related field, and must be a US citizen. A master's degree is preferred but not required, as is experience in industry, government, or consulting. Compensation varies based on educational credentials.

The Johnson Space Center is the world leader in Human Space Flight, home to the Astronaut Corps and three major programs – Space Shuttle, International Space Station, and Constellation (our newly-formed exploration office). The Center is located in Houston, Texas and is home to Mission Control, the nexus of Earth-based activity during human space missions.

The HRDR works to build relationships with customer organizations as a trusted partner to solve complex organizational problems, coupled with strategic planning, and is responsible for organizational development, individual development, and training for assigned organizations. Specific responsibilities include:

Organizational Development

- Consult with management to assess organizational situations using a variety of methods (e.g. surveys, needs assessment, focus groups).
- Work with management to develop and implement strategic organizational development plans.
- Partner with Human Resources Representatives to provide continuity and consistency to change efforts.
- Conduct systematic organizational diagnosis that provides a basis for informed organizational change.
- Provide multiple organizational development services – Mission and Goal Identification, Organization Assessment, Team Building, Product/Customer Identification, Conflict Management, and Organizational Design/Restructuring
- Create and analyze surveys as organizational needs arise (e.g., customer surveys, job satisfaction surveys). Provide survey-consulting services for smaller scale surveys.

Individual Development

- Counsel employees on individual development plans and career development options.
- Collaborate with management in the identification and development of current and future leaders.

Training & Development Consultation

- Work with organizations to define training needs. Conduct formal needs assessment as appropriate.
- Consult with management and individuals to recommend training and development solutions that address strategic needs identified through organizational diagnosis. Develop and implement strategic training plans across organizations as needed.
- Work directly with line managers, supervisors, and employees on training and development issues.

More information about the Johnson Space Center, NASA, and the Coop program can be found at:

<http://www.jsc.nasa.gov/>

<http://www.nasa.gov/>

<http://coop.jsc.nasa.gov/index.html>