**POSITION:** SENIOR RESEARCH ASSOCIATE (UX DESIGN / RESEARCH)

**DEPARTMENT:** Research will be done under the auspices of the Psychology Department at San José State University

**IMMEDIATE SUPERVISOR:** NASA Project Director

**POSTING DATE:** June 22, 2020

**CLOSING DATE:** Posted Until Filled

**SALARY:** Negotiable based on experience plus excellent benefits

**BENEFITS:** Exceptional benefits for employees and eligible dependents: 10 Company subsidized CalPERS medical selections, 3 PPO's and 7 HMO's; company paid dental and vision insurance for employees and eligible dependents; Life, AD&D, and LTD coverage; paid federal and state holidays; a 403 (b) retirement plan with a 7% employer retirement contribution following 1 year of benefited employment, which vests immediately; vacation accruals and a stand-alone sick leave hours accumulation; and a subsidized post-retirement medical insurance plan for eligible employees. Annual merit increases (based on performance, as budgets allow).

**EXEMPT STATUS:** Exempt (Salary)

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**GENERAL NATURE OF POSITION:**

Do you want to help support NASA’s missions, but don’t want to go through astronaut training camp? Do you like making a difference in the world and want to help progress the vision of NASA? We work for the San Jose State University Research Foundation in a partnership with NASA through grant funding.

The Psychology Department at San Jose State University is involved in collaborative research with civil service scientists from the Human-Computer Interaction (HCI) Research group of the Human Systems Integration Division at the NASA Ames Research Center in Mountain View, CA. The research is centered on the development, design, and testing of next-generation mission ground-systems for NASA’s space explorations missions.

We seek a Senior Research Associate who will design, manage, and deploy research and modeling tools using established HCI design principles including prototype design and
development support under the Exploration Systems Directorate (ESD) program milestones. This person will also be responsible for day-to-day management of software project documentation, project management, and project negotiation with members of the NASA engineering disciplines across Agency centers.

Our work environment is very open, collaborative and welcoming; we are a diverse and tight-knit team. We believe that fostering a comfortable workplace for everyone is important. Our team values a healthy approach to our work, from providing adjustable desks to maintaining a balanced work-life schedule. You will contribute to our wide diversity of skills and incorporate new ideas into our environment.

ESSENTIAL DUTIES & RESPONSIBILITIES:

1. Collaborate on the day-to-day software development effort and maintenance operations of the production instances of the Mission Assurance Systems and Dig-IT (Data Integration Information Technology). This includes describing desired functionality, assessing bugs, and completing tasks with an eye for keeping large/complex deliverables scalable and on schedule.

2. Conduct field research including contextual inquiry, interviews, in situ observation, need validation, usability testing, task analysis, and to identify and communicate user, task, and organizational requirements.

3. Run usability tests including creating interactive prototypes, analyzing data, and making updates to designs.

4. Prepare presentations of research findings and demonstrations of technical solutions to NASA program management.

5. Translate user research findings into designs; review designs with stakeholders; work with the development and QA team to describe design specification; create design specification documents.

6. Participate in a rigorous and iterative peer design review process in order to generate compelling prototypes grounded in HCI methods.

7. Contribute to the deployment of timely and high-quality production web applications.

8. Support the quality assurance of production applications by working with a team of testers.

9. Contribute to the design of the evolving component library that can be utilized in making more consistent and efficient designs for the re-architecture effort.

INTERPERSONAL CONTACTS:

1. Reports directly to the Project Director.

2. Interacts with NASA Ames civil service and Foundation research staff, including student assistants, on a daily basis.

QUALIFICATIONS:

1) Education and Experience

   a) Bachelor’s degree or equivalent training in Computer Science, Psychology, Human Computer Interaction or related discipline is required. Master’s degree preferred.

   b) 3 or more years’ experience in software development, usability testing, human computer interaction, and other relevant skills preferred.

   c) Project or program management experience is highly desirable.
2) Knowledge, Skills and Abilities required

a) Excellent human-computer interface research, design and evaluation skills.
b) Working knowledge of cognitive psychology and human factors standards.
c) Ability to lead user debriefing.
d) Ability to organize and analyze data.
e) Strong communication skills, oral, written, and presentation.
f) Ability to integrate a culturally- and organizationally-diverse research and development team.
g) Ability to work both as a member of a team and independently, as required.

3) Physical Requirements

a. Located at NASA Ames Research Center. Therefore, the employee must meet security qualifications for entrance to the Center, including an Agency background check.
b. Employee must be a US citizen or Permanent Resident.
c. Must be willing to travel domestically and internationally.
d. Frequent and ongoing use of a computer terminal to conduct a variety of tasks.
e. Strength, dexterity, and coordination and/or ability to use a computer keyboard and read a video display terminal on a regular basis.
f. Work with time constraints and under pressure.

NOTE: The location is equipped for full accessibility.

4) Complexity of Duties

a) Exercises independent judgment in the management and completion of diverse and complex set of tasks.
b) Able to proficiently use computers configured to simulate a real-time environment.
c) Highly organized, able to think critically, with solid analytical skills and problem-solving abilities.
d) Extremely self-motivated; able to find opportunities for improvement and tackle them without external direction.
e) Capacity and willingness to adopt new methodologies and skills in line with core responsibilities.

SUPERVISORY RESPONSIBILITIES: None, though as a Senior level associate, will be called upon for advice and direction by others.

APPLICATION PROCEDURE

To apply for this position, an applicant must submit a formal application for employment, as well as a resume and a cover letter. The applicant may do this via e-mail. The formal employment application may be obtained from the Research Foundation through its website at http://www.sjsu.edu/researchfoundation/open/index.html

Due to the COVID-19 health crisis, all candidates must submit their application materials via the foundation-job@sjsu.edu email address. Please be sure to include the HR job code of NASA SRA UX on the formal employment application.
Reasonable Accommodation: The San José State Research Foundation is committed to providing access, equal opportunity and reasonable accommodation for individuals with physical or mental disabilities in the employment, recruitment, examination, hiring and interviewing processes. If you are a job seeker with a physical or mental disability and require a reasonable accommodation to search, apply, or interview for a job opening or otherwise need a reasonable accommodation during the application and hiring process, please contact us at foundation-jobs@sjsu.edu. In the email message, please indicate your full name, phone number and the type of assistance required. You must not reveal the underlying medical reason for your needed reasonable accommodation or otherwise disclose confidential medical information. You may also call (408) 924-1400 from 8:00am to 5:00pm (PST), Monday through Friday, excluding holidays, to get assistance.

The Research Foundation provides an excellent benefits package to benefited employees. Please visit http://www.sjsu.edu/researchfoundation/humanresources/benefits/index.html for more details.

Research Foundation employment is separate and distinct from San Jose State University or State of California employment. Research Foundation employees are not employees of either SJSU or of the state of California. The San Jose State University Research Foundation (SJSURF) is a non-profit auxiliary of San Jose State University. SJSURF is totally self-supported. The majority of the organization’s funding comes from the federal government, and other public and private entities. With annual revenues totaling over $65 million, programs managed through SJSURF cover a rich diversity of applied research, public services, and educational related activities.

SAN JOSE STATE UNIVERSITY RESEARCH FOUNDATION is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin, ancestry, physical or mental disability, medical condition, sex, genetic information, sexual orientation, military and veteran status or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.