



Job Description

Job Title	Director - ND EPSCoR
Job ID	2959536
Location	Fargo
Full/Part Time	Full-Time
Regular/Temporary	Regular

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Position Information

We seek a champion to lead the development of science, technology, engineering, and mathematics (STEM) research, education and workforce competitiveness and capacity for the state of North Dakota in order to increase success and funding from the National Science Foundation. Under the auspices of the North Dakota Established Program to Stimulate Competitive Research (ND EPSCoR) office, housed at North Dakota State University (NDSU), the director will partner throughout the state to ensure that North Dakota grows its federal funding portfolio for research, education and workforce from the National Science Foundation (NSF) and NSF EPSCoR programs.

Thanks to state support, ND EPSCoR plays a vital role statewide by building research capacity, ensuring participation for all, and enhancing the research productivity, and competitiveness and national recognition of North Dakota's scientists and engineers. The director will play a key role in ND K-12 student participation in STEM research and advance economic development. The new director of ND EPSCoR will benefit from an experienced office staff, existing solid partnerships, and a supportive State Steering Committee for the jurisdiction. With significant changes in the NSF EPSCoR funding programs, the state's higher education research leaders see an opportunity to attract an enthusiastic communicator and coalition builder, and to attract someone able to build a business model for ND EPSCoR that is responsive to a dynamic federal landscape. Especially critical to this role is productive interaction with North Dakota's Tribal Colleges and the North Dakota University System's Primarily Undergraduate Institutions. North Dakota has the nation's only Tribal College System (the ND Tribal College System), numbering five Tribal Colleges, all of which are funded by NSF.

The successful hire will ensure that ND EPSCoR supports (through staff or programs) research development strategies to increase competitiveness of faculty with NSF funding programs, including but not limited to NSF EPSCoR, and increases the partnership infrastructure in the jurisdiction across career stages and institutions. Being able to articulate a vision for the ND EPSCoR Office that demonstrates the value proposition of the state office for a multitude of stakeholders (Tribal Colleges, predominantly undergraduate universities (PUIs), research universities, K-12, State Board of Higher Education members, etc.) is a critical job responsibility to ensure sustainability of state and federal investments.

The Director is likely to spend significant time traveling or onsite at locations other than the Fargo main campus of NDSU. Given that, the hiring department is open to a home station location elsewhere in North Dakota.

Work schedule: 40 hours/week (M-F: regular hours 8am-5pm, summer/winter break hours 7:30am-4pm)

Hiring range: \$121,790-\$162,387 plus excellent benefits!

Pay is based on several factors, including budget, labor market, prior experience, skills, knowledge, abilities, education, licensure and/or certification and other business considerations.

Responsibilities:

- Manage change for the business model underlying the ND EPSCoR Office, especially given the changing federal environment of NSF EPSCoR programs;
- Communicate and coordinate with key stakeholders, including vice presidents for research; North Dakota Tribal College System leaders, faculty and staff; and faculty and leadership across the North Dakota University System;
- Support programming and capacity building in coordination with North Dakota Tribal Colleges and Universities leadership, faculty, and staff;
- Support programming and capacity building in coordination with North Dakota University System PUI leadership, faculty, and staff;
- Serve as the voice in developing a vision of ND EPSCoR, becoming the champion of that vision throughout the state, thereby building a larger coalition in support of STEM research, workforce and education;
- Demonstrate political astuteness appropriate to manage complex relationships in a dynamic environment with a variety of key stakeholders;
- Ensure that the ND EPSCoR Office supports research development strategies to confirm that state investments impact the success of individual faculty in securing NSF funding and that there are investments in relationships and partnerships essential to larger, center-scale and other NSF funding (both inter- and intra-jurisdictional opportunities);
- Direct resources to achieve strategic goals of increased NSF success for individuals and institutions, through both state and federal investments;
- Ensure successful management of NSF EPSCoR jurisdiction-level investments in North Dakota, such as the E-CORE and E-RISE applications and awards; Fellows, and Focused EPSCoR collaborations (FECs)
- Oversee and manage the ND EPSCoR Office team and its projects collaboratively, with oversight of project management and budgets, data collection and reporting, and resolution of conflict or competing priorities;
- Other duties as assigned.

Required Qualifications:

- Master's degree in a discipline funded by the National Science Foundation
- Minimum of five years demonstrated supervisory experience in managing complex projects and teams
- Experience in managing change successfully
- Strong communication and writing skills, especially in research, education, and/or outreach initiatives
- Strong interpersonal skills
- Effective administrative/budget skills
- Demonstrated leadership and problem-solving skills
- Demonstrated experience with grant funded programs

Preferred qualifications:

- Terminal degree in field of study
- Robust record of equitable partnerships with Tribal Colleges and Universities
- Excellent communication skills across and within groups with differing expertise and priorities
- Demonstrated use or supervision showing the importance of research development for building research capacity and competitiveness
- Knowledge of NSF Established Program to Stimulate Competitive Research (EPSCoR) programs
- Working knowledge of state-wide capabilities and directions in research, STEM education and economic development
- Knowledge and experience of varied perspectives on educational issues

Applicant Materials Required:

Please include a resumé, a cover letter individually addressing the required and preferred qualifications, and contact information for three professional references with your application materials.

Application Process:

Any questions about the search can be directed to the search committee at ndsu.rcasearch@ndsu.edu. While applications and nominations will be accepted until the position is filled, full consideration will be given to candidates who submit application materials by end of day **August 21, 2026**. Applications accepted online at <https://www.ndsu.edu/employment/>

Our commitment to caring for our employees isn't just words—it's proven. In NDSU's most recent Gallup Engagement Survey, our strengths centered on care and development. *"My supervisor, or someone at work, cares about me as a person"* and *"I have the opportunities to learn and grow"*, were noted as top drivers. This reflects the culture you'll experience here.

NDSU OFFERS OUTSTANDING BENEFITS!

Join a workplace that invests in your well-being, your future, and your success.

Full-time employees are eligible for the following benefits:

Health & Wellness

- **100% employer-paid health insurance premiums** for *single and family* coverage
- Choice of **PPO/Basic** or **High Deductible Health Plan with HSA**
- Coverage begins **the first of the month after your hire date**
- **Wellness incentives** for healthy lifestyle participation

Exceptional Retirement Plan

- **Employer retirement contributions ranging from 7.5% up to an impressive 12.26%**, depending on position
(One of the strongest retirement packages in the region!) - **Your future is a priority, and it shows.**

Time Away & Support

- Generous annual **leave, sick leave**, and **10 paid holidays**
- Employee Assistance Program for confidential support
- **Supportive work-life balance**

Education Benefits That Grow With You

- **Tuition waivers** for employees (up to three classes per calendar year)
- **50% tuition waiver** for spouse/partner and dependents

Additional Optional Benefits

- Supplemental Life, Dental, Vision, Long-Term Care
- Flexible Spending Accounts (Health & Dependent Care)
- Supplemental Retirement Plans

Explore Full Benefit Details:

Benefits | Human Resources | NDSU

About Us:

North Dakota State University is distinctive as a student focused, land-grant, research university. We educate leaders who solve national and global challenges by providing affordable access to an excellent education that combines teaching and research in a rich learning environment.

NDSU is in the highest Carnegie Classification of Institutions of Higher Education, R1, granted to the top research institutions in the country.

NDSU has offices across the state of North Dakota, and the main campus is in Fargo, on the Minnesota

border. Along with Moorhead, Minnesota, Fargo forms one of the largest metropolitan centers between Minneapolis and Seattle. The community is consistently ranked as one of the best places to live.

NDSU is committed to fostering a community where differences are recognized as strengths. Rooted in our land-grant mission, we work together to meet the needs of North Dakota and its communities through education, research and outreach.

Equal Opportunity Statement:

NDSU does not discriminate in its programs and activities on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable. Direct inquiries to: Vice Provost, Title IX/ADA Coordinator, Old Main 201, NDSU Main Campus, Fargo, ND, 58108, 701-231-7708, ndsu.eoaa@ndsu.edu.

No Smoking Notice:

As an employer, the State of North Dakota prohibits smoking in all places of state employment in accordance with N.D.C.C. § 23-12-10.

Veteran's Preference Notice:

This position is subject to North Dakota Veteran's Preference requirements.

Reasonable Accommodation Information:

North Dakota State University is committed to providing access and reasonable accommodation in its services, programs, activities, education, and employment for individuals with disabilities. To request disability accommodation in the application process, please contact Human Resources at 701-231-8961 or ndsu.hr@ndsu.edu.