

Warfighting Integration Advisor

This is a civilian employee position that works for a 501(c)3 non-profit that supports the Air Force Academy.

UNITED STATES AIR FORCE ACADEMY ASSOCIATION & FOUNDATION

The United States Air Force Academy Association & Foundation (“Association & Foundation”) believe strongly that the United States Air Force Academy (“Academy”) is a vital national resource, upholding the invaluable mission of developing leaders of character for our Air Force, Space Force and nation. The Association & Foundation have joined forces to accomplish their complementary missions to actively support these leaders as well as the Academy and its cadets.

The core values of the United States Air Force Academy are Integrity First, Service Before Self, and Excellence in All We Do. These same core values guide the Association & Foundation, as well as our boards and staff.

Association & Foundation - Institute for Future Conflict (donation funded)

The Institute for Future Conflict (IFC) is dedicated to creating and cultivating flexible warfighters who are prepared to prevail in conflict no matter what form it may take in the future. The IFC does this by working across all three major units at the United States Air Force Academy to develop warfighters in the classroom, on the training ground, and through athletic competition.

THE OVERVIEW

The Institute for Future Conflict (IFC) and the Directorate of Athletics at the United States Air Force Academy seek a qualified candidate for the full time, on-site position as the Warfighting Integration Advisor (WIA), who will work within the Directorate of Athletics at USAFA. This is a donation funded position. The Advisor will be required to be on a Volunteer Services Agreement (VSA) with USAFA.

DAILY RESPONSIBILITIES

This Advisor will provide warfighting expertise to support the United States Air Force Academy’s (USAFA) efforts in developing warfighting proficiencies. This individual brings deep operational and instructional experience in Close Quarter Battle (CQB) and other warfighting proficiencies, offering a critical perspective on preparing cadets for the physical, cognitive, and emotional challenges of future conflict.

The Advisor will focus on the following four questions:

- **Optimizing Warfighting:**
How can tactical training, approached through a performance science lens, improve cadets’

physical coordination, decision-making under stress, and mental resilience in alignment with Air Force operational demands?

- **Curriculum Integration:**
In what ways can a WIA develop modular combatives content that integrates tactical mindset, controlled aggression, and survivability into USAFA Physical Education courses to better prepare cadets for high-stress and ethically complex environments?
- **Human Element in Conflict:**
How does warfighting skill development, such as close combat instruction, contribute to cadets' development in fear management, stress inoculation, and rapid decision-making, and how does real-world CQB experience have transferability into non-CQB tasks?
- **Research and Future Trends:**
How can operational experience within tactical performance communities support applied research in stress, cognitive-load performance, and psychophysiological recovery to shape the next generation of warfighters in a multi-domain environment?

To meet the program goals, the WIA will inject up to 10 hours of content into multiple courses per semester and support warfighting. Their background enables them to deliver new interdisciplinary modules that blend physical performance, psychological preparation, and ethical decision-making in high-threat environments. They will also contribute to curriculum proposals, semi-annual updates, and research dissemination in collaboration with IFC and USAFA faculty. The WIA will maintain relevant relationships with external DoD programs to stay current on trends and developments within CQB.

Additionally, the WIA should be prepared to propose new interdisciplinary programs, initiatives, and/or courses. Within 30 days of employment, the WIA should present a plan outlining milestone for establishing program and/or course content, as well as opportunities for integrating human performance optimization into new and existing courses and programs.

KNOWLEDGE, SKILLS, AND ABILITIES

- Graduate of Special Forces Advanced Reconnaissance, Target Analysis, and Exploitation Techniques Course or equivalent
- Familiarity with DoD Combatives Programs
- Active or eligible for a Top-Secret clearance
- Track record of curriculum development and instruction for military audiences

REQUIRED QUALIFICATIONS

- Bachelor's degree
- Extensive experience in CQB with SOF experience (AFSOC, USASOC, MARSOC, NSW)
- Experience with programming, curriculum, and/or course development

COMPENSATION AND BENEFITS

The salary range for this position is \$100,000 - \$125,000 based on experience. The Association & Foundation offers a competitive benefits package including but not limited to medical, dental, vision, life insurance, short-term and long-term disability, retirement and paid time off for all full-time employees.

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SUBMISSION INSTRUCTIONS:

Applicants must submit a cover letter and a resume to receive full consideration. Applications can be submitted via https://recruiting.myapps.paychex.com/appone/MainInfoReq.asp?R_ID=6993431. The position will remain open until filled.