



Training Specialist III

E3R Opportunity, San Diego, CA; Training Specialist III

Job Description: E3R is seeking qualified candidates to fill a **Training Specialist III** position. Level III training specialists serve as senior instructional systems and curriculum development experts supporting **NAVWAR** programs and projects. This role leads the design, development, and maintenance of Navy training products, ensuring alignment with NAVEDTRA, NTSP, and TSIP standards. The Level III Training Specialist supports training analysis, courseware production, and readiness documentation for both operator and maintainer audiences, contributing directly to fleet sustainment and system readiness. Working closely with program managers, training officers, and Fleet Learning Centers (e.g., CIWT, CSCS, and SLC), the Training Specialist III ensures that all technical training solutions, whether Instructor-Led Training (ILT), Interactive Multimedia Instruction (IMI), or ILE-compliant materials, meet program requirements, accreditation standards, and lifecycle sustainment goals.

Program: This effort supports **PEO C4I PMW/A 170** in providing end-to-end lifecycle logistics, training, installation, and configuration management support to Navy communications and positioning, navigation, and timing (PNT) systems. The program's mission is to deliver advanced, resilient, and adaptive C4I capabilities that ensure maritime operational dominance across all domains. The contractor team will integrate closely with government leads, Fleet Readiness Directorates (FRDs), Platform and Portfolio Program Offices, and industry partners to plan, execute, and sustain complex modernization and fielding initiatives. Work includes developing and maintaining integrated logistics products, configuration baselines, and training documentation; coordinating and tracking shipboard and shore installations; ensuring compliance with NAVWAR and NAVSEA standards; and producing required reports and deliverables in accordance with contract requirements. Personnel will operate in a collaborative environment supporting system readiness, fielding synchronization, and lifecycle sustainment objectives in alignment with PEO C4I's overarching mission to deliver interoperable, secure, and modern warfighting systems to the Fleet.

Position Duties:

- Lead the development and revision of Navy Training System Plans (NTSPs), Training Project Plans (TPPs), Training System Installation Plans (TSIPs), and related documentation.
- Conduct Job Duty Task Analysis (JDTA) and develop course content, lesson plans, and training media compliant with NAVEDTRA and SCORM standards.
- Coordinate and execute Training Requirement Reviews (TRRs), pilot courses, and validation events.
- Collaborate with Fleet Learning Centers and government training representatives to ensure courseware delivery and system transition readiness.
- Develop training schedules, POA&Ms, and briefs for government review and decision support.
- Integrate emerging technologies and delivery methods into training systems, ensuring alignment with Navy ILE frameworks.
- Support Manpower, Personnel, and Training (MPT) assessments and training readiness reporting.



Minimum Qualifications:

- Master's level degree in education, instructional system design, psychology, or related training systems discipline desired.
- 8 years (10-plus years desired) DoW professional experience in curriculum development or Navy/DoW training development.
- Demonstrated expertise with Navy training tools and processes desired (e.g., ILE, AIM II/CPM, SCORM).
- Strong technical writing, documentation, and coordination skills.
- Ability to work collaboratively with senior trainers, engineers, and logistics staff.

Security Clearance Requirement:

- U.S. Citizenship is required
- Security Clearance:
 - Candidates must have an active Secret security Clearance

Place of Performance: San Diego, CA or as applicable

Salary Range: \$130,000.00 - \$160,000.00

Benefits: E3R has a comprehensive benefits plan which includes HMO/PPO Medical Plan Options, Employer Sponsored Health Reimbursement Arrangement, 401(k), Dental and Vision Plans, company paid Life Insurance, Voluntary Life and AD&D, Pet Insurance, Employee Assistance Program as well as Paid Time Off, Sick Leave and Paid Holidays.

Company Description: Exceptional Employees for Exceptional Results (E3R) was founded June 6th, 2011, as a Service-Disabled Veteran Owned Small Business. Our company name reflects our business model. Corporate management and infrastructure do not provide direct support to our clients. Our employees do. If we attract and retain the best employees in our industry, we will be successful. If we fail to provide a quality workforce, nothing else matters. We achieve our purpose and our business success by hiring and retaining the very best employees in our industry.

How to apply: Interested candidates who meet the qualifications above should apply via the following link: <https://www.ondemandassessment.com/o/JB-XR6TKY264/landing?u=1137965>