Internship in Industrial-Organizational Psychology

HumRRO

HumRRO is an independent, nonprofit organization that conducts human resource research and analyses for Federal, state, and local agencies. Our clients also include professional associations and private sector companies. Since 1951, HumRRO has applied social science research to enhance human performance and organizational effectiveness. Our 140-plus professional researchers hold advanced degrees in industrial-organizational, experimental, quantitative, or social psychology; education research and measurement; or other social science disciplines. To learn more about HumRRO, visit our website at **www.humrro.org**.

Location

Summer interns will have the opportunity to work under the direction and supervision of senior staff in one of HumRRO's offices. HumRRO headquarters is in Alexandria, Virginia—just outside of our nation's capital overlooking the Potomac River in historic Old Town. Other HumRRO offices are in Louisville, Kentucky; Minneapolis; Monterey, California; and San Diego, California.

Internships

HumRRO currently has two summer internship programs for students in IO (or a related field): (1) the **Master's-level Internship** available to students currently enrolled in a full-time **terminal Master's program** who have completed their first year and (2) the **Ph.D-level Internship** available to full-time graduate students in a **Ph.D. program**. Applicants should be pursuing a degree in Industrial-Organizational Psychology (or related fields) from an accredited program. Our summer internships are paid, full-time opportunities that include paid vacation and a housing stipend. Internship duties and responsibilities vary depending upon the technical content and timeline of the particular projects in need of staffing. Typical tasks include literature review, synthesis, and analysis; data collection, entry, and analysis; survey and other instrument development and administration; and documentation of findings.

HumRRO is looking for responsible, motivated team players with strong technical and communication skills to assist in our contract research activities. HumRRO project directors will provide technical supervision and mentoring to help make the most of the intern's exposure to, and experience with, our applied research setting.

Selection

Selection is competitive and will be based on a holistic review of application materials for evidence of communication and interpersonal skills, research experience and promise, initiative and motivation, academic coursework, and professional interests. We seek applicants who have a background in research methods and some experience conducting research (e.g., working on a research team, presenting as a co-author at a conference). Strong applicants also demonstrate their ability to participate in research activities, such as writing literature reviews, collecting data, and/or analyzing data. Finalists will be interviewed via Microsoft Teams.

Application Process

Deadline: HumRRO must receive all application materials for the summer internship on or before:

January 15

Each applicant must provide:

1. A curriculum vitae/detailed resume
2. A one-page personal statement of career goals and internship interests
3. Official transcript(s) of all graduate work
4. Contact information for two references (letters of recommendation are not needed)
5. Completed Statistical Packages and Data Analysis Questionnaire (link on website below)

Applications should be emailed to: **internship@humrro.org**

You can find more information and FAQs by visiting: **https://www.humrro.org/corpsite/internships/**.