CONTRA COSTA COMMUNITY COLLEGE DISTRICT (4CD) INVITES APPLICATIONS FOR THE POSITION OF CHANCELLOR

DIVERSITY STATEMENT

The Governing Board is committed to conducting an equitable, inclusive, and transparent national search that will attract a strong pool of outstanding applicants. The Governing Board is seeking an experienced and innovative leader that is passionate about the community college mission to serve 4CD's diverse student population and our community. The Chancellor will be committed to student equity, collaborative decision making, and building upon 4CD's reputation for excellence.

4CD does not discriminate against any applicant for employment on the basis of race, religion, color, national origin, ancestry, physical or mental disability, medical condition, marital status, age, sex, or sexual orientation. This prohibition against unlawful discrimination extends to any person who is perceived to have any of the above characteristics or who is associated with someone who has, or who is perceived to have, any of those characteristics.

POSITION DESCRIPTION

The Chancellor serves as the Chief Executive Officer of the District and reports directly to the Governing Board. The Chancellor, at the direction of the Governing Board and in collaboration with the College Presidents and other District leadership, is responsible for assessing, planning, organizing and evaluating the resources, programs, and services of 4CD to meet the educational needs of the students and the community. The Chancellor is further responsible for ensuring and communicating within the organization and the community, 4CD's commitment to equity, student success, and open access.

SALARY & BENEFITS

Salary, benefits, length of contract and other terms and conditions of employment will be competitive and negotiable. The Governing Board and the selected candidate will agree mutually to the terms of employment and start date. District benefits include: a comprehensive health plan, dental and vision coverage for the employee and dependents and life and disability insurance. Employees are members of PERS (Public Employees Retirement System) or STRS (State Teachers Retirement System).

TO APPLY:

Visit www.4cd.edu and click career opportunities. Candidates will need to have the following information and materials to complete the online application:

1. Letter of Application
2. Current Resume
3. Professional References
4. Unofficial Transcripts

DEADLINE TO APPLY
September 5, 2023
www.4cd.edu
EXAMPLES OF DUTIES & ESSENTIAL FUNCTIONS

The Chancellor, as the Chief Executive Officer of the District, is primarily responsible for the duties that follow:

- Ensures student success and access in a fiscally stable environment through the use of sound management, responsible allocation of resources, integration of strategic, educational and facilities masterplans and the identification of alternative funding sources.

- Ensures the diversity of administration, faculty and staff to reflect the community served by the District, and champions equity in all operations of the District and its colleges.

- Works effectively with the Governing Board to ensure they are supported in their roles of policy development and oversight and effectively communicates on an ongoing basis the District’s progress on fulfilling agreed-upon goals.

- Effectively communicates the vision, mission and values of the organization and continually updates employees, students and the community on the progress in achieving that mission and vision and maintaining the organizational values.

- Advances shared governance with an emphasis on consensus building, collegiality, open communication, and mutual respect among all constituents in the Colleges.

- Serves and supports the Colleges to enable them to continue to be responsive to the unique needs of their students and communities through educational excellence and public service.

- Provides leadership and support to expand revenues through fundraising, including the development of strategic partnerships with government agencies, public officials, and foundations.

- Expands partnerships with business, government, industry, community organizations, and educational institutions in order to respond to changing needs and to play a leadership role in the economic development of the community.

- Demonstrates a commitment to collective bargaining and provides strong leadership to resolve collective bargaining issues, and addresses the growing cost of health care and retirement benefits.

- Enhances the development of technology to meet the needs of students relative to academic and vocational/technical programs and support services, and to more effectively administer various business practices within the District.

- Implements the Districtwide Strategic Plan that incorporates each College’s unique mission and educational plan, while integrating the District’s educational and facilities master plans, the budget, enrollment management and mission.

- Provides leadership to and oversight of the College Presidents, Vice Chancellors and other direct staff reports.

- Leads the District with the utmost integrity, honesty and transparency and serves as a role model to students, staff and the community of ethical leadership.

QUESTIONS?
Dr. Micaela Ochoa
mochoa@4cd.edu
MINIMUM QUALIFICATIONS

A master’s degree from an accredited institution is required. An earned doctorate degree from an accredited college or university is preferred. Five years of significant experience in business, industry, education or government, with at least three years of which were as a senior executive within a large and complex organization, preferably at a college or university.

DESIRABLE KNOWLEDGE, SKILLS, & ABILITIES

- Experience as a faculty member.
- Commitment to the relentless pursuit of student access and success, and service to the community.
- Ability to establish a strong partnership with the Governing Board and create an atmosphere of mutual respect and open communication between the Governing Board and all constituent groups.
- Demonstrated performance in advancing the understanding of, sensitivity to, and respect for the diverse academic, socio-economic, race, ethnicity, gender identity, sexual orientation, age, politics, philosophy, disability and religious background of all students, faculty and staff.
- Strong understanding of complex fiscal issues facing California Community Colleges and ability to create and implement strategic plans, pursue government funding and alternative fiscal resources.
- Demonstrated written, interpersonal and formal communication skills.
- Demonstrated technical knowledge of fiscal management, long and short-term strategic planning, organizational development theory, strategic change management, human resources, facilities planning, informational systems management, community and legislative relations.
- Knowledge of and experience in working in a collective-bargaining environment.
- Knowledge of and experience in higher education accreditation, preferably in community colleges.
- Demonstrated leadership ability and exceptional interpersonal and communication skills. Demonstrates a collaborative management style that is consultative and inclusive.
- Ability to work in a complex and large multi-college District with distinct organizational cultures and needs.
- Ability to manage crisis and emergency situations.
The Since 1949, Contra Costa College (CCC) has provided exemplary educational services to hundreds of thousands of residents from the greater West County area. The college has superior faculty and staff members and a learning environment that maximizes the potential of students. Technology is available throughout the institution and connects students to the world to ensure a relevant exchange of ideas. The college is proud of its diverse student body and commitment to individual student success. Excellent programs such as the Center for Science Excellence, The Advocate newspaper, the green Automotive Services program, the Nursing program, and the Culinary Arts program are known throughout the state and the nation. A model of excellence, CCC prides itself on being one of the finest community colleges in the country. For more information about CCC, visit www.contracosta.edu.

Diablo Valley College (DVC) has distinguished itself as one of the nation’s most successful community colleges by offering incomparable transfer opportunities and exceptional career-technical programs and degrees to a diverse student body, while responding to an evolving need for robust adult basic skills and ESL programs. At both the Pleasant Hill and San Ramon locations, local and international students engage with high-quality instruction and support services designed for student learning and success. Faculty from DVC’s various career-technical programs are in continuous dialog with our surrounding community to keep pace with emerging technologies and new skill requirements our students need to be successful in any job market. The college’s unparalleled transfer programs prepare our students in large numbers to be successful in four-year colleges and universities all over the state and the country. DVC continuously ranks among the top transfer pathways to UC Berkeley. For more information about DVC, visit www.dvc.edu.

Los Medanos College (LMC) provides excellent transfer and innovative career-technical opportunities in East Contra Costa County. A focus on student learning and success helps students build their abilities and competencies as lifelong learners, and provides critical educational preparation to help them to succeed in their career endeavors. Special opportunities include the only honors program certified as part of the UCLA Transfer Alliance, and learning communities supported by faculty and staff. With programs like Engineering, Nursing, Communication Studies, Child Development, Instrumentation Technology, Mathematics, and Process Technology, students receive the resources they need to excel in today’s competitive workforce and at four-year colleges. LMC’s main campus is located in Pittsburg, with a center in Brentwood. For more information about LMC, visit www.losmedanos.edu.

The Contra Costa Community College District (4CD) is one of the largest multi-college community college districts in California. The 4CD serves 1.2 million residents, and its boundaries encompass all but 48 of the 734-square-mile land area of Contra Costa County. 4CD is home to Contra Costa College in San Pablo, Diablo Valley College with campuses in Pleasant Hill and San Ramon, and Los Medanos College with campuses in Pittsburg and Brentwood. The District headquarters is located in downtown Martinez. Each college is individually accredited by the Accrediting Commission for Community and Junior Colleges.

ABOUT THE DISTRICT

4CD GOVERNING BOARD

Fernando Sandoval, President
John E. Márquez, Vice President
Rebecca Barrett, Secretary

Andy Li, Member
Dr. Judy E. Walters, Member
Ivan Hernandez, Student Trustee