

KERN CCD CHANCELLOR SEARCH
LIST OF IDEAL CHARACTERISTICS

CHARACTERISTIC	DESCRIPTION
Embraces the Mission of the Community College in California	Exhibits awareness of the California community college and has management experience in navigating relevant issues. Implements policies and practices guided by the diverse needs of students and the community; and promotes rigor that results in high student achievement to advance the mission of the community college.
Collaborative Leadership	Has a clear commitment to a collegial environment and inclusion in important decision-making processes. Exhibits a collaborative leadership style with all constituent groups to accomplish critical institutional objectives. Understands the philosophy and practices that are the foundations of AB1725.
Values Diversity	Embraces diversity, equity, and inclusion in all its forms as a District-wide value. Focuses on meeting the needs of underserved student and community populations. Seeks diversity in employee positions.
Effective Organizational Leadership	Understands how instruction, student services, academic support services, business and administrative services, and technology interface to effectively support student learning and other institutional processes. Is aware of the complexities of a multi-college district and exhibits an ability to foster cooperation between district colleges and allocate resources equitably and effectively.
Effective Fiscal and Resource Management	Understands the role of finances in planning, budgeting, assessing, and leading continuous improvement. Effectively manages all resources to advance the purposes of the district.
Courage to Lead in Difficult Times	Has the courage and perseverance to address challenges and confrontations. Is deliberate in assessing diverse and conflicting perspectives; brings those perspectives to consensus and successful outcomes. Is an effective, data-informed decision maker and manager of change. Is action- and results-oriented, innovative and creative, and responds to situations in a timely manner, particularly in periods of uncertain funding or disruption.

Effectively Motivates Others	Inspires trust and confidence through strong motivational skills. Exhibits outstanding communication skills, a strong work ethic, positive attitude, and enthusiasm for the work of the organization. Is a successful team builder with a proven ability to motivate members of all constituent groups to perform at their best.
Highest Ethics and Integrity	Exhibits personal/professional ethics and integrity in all behavior and relationships with a strong sense of transparency, fairness, and equity in all decision making.
Advancing External Relationships	Maintains high visibility and has successful experience in cultivating and maintaining external relationships at the local, regional, state, and national levels. Commits personally and supports others in seeking external forms of resources through formal organizations, such as foundations, and community partnerships.
Positive Labor Group Relations	Understands the California collective bargaining environment and the need to work effectively with all formal employee groups. Has relevant experience addressing the successful achievement of negotiations outcomes.
Effective Leadership in a Multi-College District Environment	Understands the Chancellor’s role within the authority structure in a multi-college district. Engages with authority in a creative, innovative, and respectful manner. Takes and gives authority appropriately with the Board of Trustees and both District and campus leadership.

Minimum Qualifications:

- Master’s degree from a regionally accredited institution or equivalent
- Five years of senior-level administrative experience in education, defined as an executive position reporting directly to a governing body or chief executive officer and being responsible for a broad operational segment of the organization with significant fiscal and programmatic oversight (e.g. academic affairs, student services, administrative services)
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of community college students and employees.

Desirable:

- Doctorate degree from regionally accredited institution
- Presidential experience

- Community college leadership experience, ideally in a multi-college district
- Faculty experience in teaching or student services, or other leadership experience providing support for the role of faculty that demonstrates a strong understanding of the teaching/learning process
- Proven record of successful management of resources, including effective budget development and oversight
- Demonstrated experience to effectively navigate the complexities of the California community college policy, legal and accreditation environment or equivalent
- Successful external resource development experience, including pursuit of grant funding and community support through partnerships and/or a foundation