Bakersfield College is accepting applications for the position of

Bakersfield College | President

Complete application packets will be accepted until the position is filled; but those received by January 17, 2023, are assured consideration. For more information visit

http://www.bakersfieldcollege.edu/president_search
Bakersfield College is one of three colleges in the Kern Community College District (KCCD) which also includes Porterville College in Porterville and Cerro Coso Community College in Ridgecrest. The Kern Community College District spans almost 25,000 miles geographically and serves over 50,000 students with 48% being first generation college students.

Established in 1913, Bakersfield College is one of the nation’s oldest continually-operating community colleges. The College serves over 35,000 students annually on the 153-acre main campus in northeast Bakersfield, at the Delano Campus 35 miles north of Bakersfield, at the Weill Institute in downtown Bakersfield, and at BC SouthWest in southwest Bakersfield. The College also offers classes at several alternative locations, including Shafter Learning Center 18 miles northwest of Bakersfield, Arvin/Lamont, McFarland, Olive Drive Training Facility in northwest Bakersfield, Wasco and other community locations.

The mission of Bakersfield College is to provide opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment promotes equity and fosters students’ abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.

The President of Bakersfield College reports to the District Chancellor and Board of Trustees of KCCD and works collaboratively with the other colleges in the District to promote and enhance the educational opportunities for all students in the KCCD geographical region.

**Highlights**

- The College has the largest dual enrollment program in California (over 10,500 students).
- The College offers a baccalaureate in Industrial Automation and recently received approval for a baccalaureate in Research Laboratory Technology.
- The College is leading the effort on renewable energy by acquiring grants and leading the energy discussion in the Central Valley. Examples include CREL grant for $50 million and HEAL grant for $6 million.
- The College awarded 9,700 certificates and degrees in 2022 (22% increase).
- The College is leading the way by creating innovative ways to engage and upskill our Adult Learners giving them economic mobility.
- The College is meeting basic needs for students with the development of the Student Housing Project.
- In 2016 the voters supported the Kern Community College District by passing a $502 million bond for renovations at each of the sites, and those construction projects are well underway.
- The College is expanding construction to rural sites to bring access closer to the students.
- The College has developed projects to ensure holistic student experiences such as the Edible Garden and Peace Gardens.
Minimum Qualifications
- Master’s Degree from an accredited college/university
- Teaching or student services experience
- At least one year of formal training, internship, or leadership experience reasonably related to the administrator’s administrative assignment.
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of community college students and employees (currently listed under knowledge and abilities).

Desirable Qualifications
- Earned Doctorate Degree
- At least three years of senior-level administrative experience
- Both instruction and student services experience at the community college level
- Participation in community activities and partnership development

Ideal Characteristics
The next President of Bakersfield College will ideally possess the following characteristics:
- 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 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.
- Exhibits awareness of the California community college mission 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.
- Understands the role of finances in planning, budgeting, assessing, and leading continuous improvement. Effectively manages all resources to advance the purposes of the college.
- 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.
• 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.

• 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.

• Understands the President’s role within the authority structure in a multi-college district. Engages with authority in a creative, innovative, and respectful manner. Engages appropriately with the Chancellor and Board of Trustees and other college leadership.

• 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.

• 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.

• Exhibits personal/professional ethics and integrity in all behavior and relationships with a strong sense of transparency, fairness, and equity in all decision making.

Benefits and Compensation

The starting salary for the President of Bakersfield College is negotiable based on experience.

Employees of Kern Community College District have access to a comprehensive benefits package. Our benefits cover a variety of areas, with multiple options in each area allowing you to choose the plan that works best for you!

https://www.kccd.edu/human-resources/benefits

To Apply

Go to the Bakersfield College President Search Website, https://www.bakersfieldcollege.edu/president-search and complete the on-line application process. More information about the position, the College and District, and the community may be found at the website as well. Complete application packets will be accepted until the position is filled, but those received by January 17, 2023, are assured consideration.

The District has retained PPL, Inc. to support its search and selection processes. For confidential inquiries and nominations, please contact:

Dean C. Colli, Ed.D. Jim Riggs, Ed.D.
PPL, Inc.— Consultant PPL, Inc.— Consultant
(619) 517-6133 (209) 559-6550

The Kern Community College District (KCCD) is committed to providing an academic and work environment free of unlawful discrimination. Discrimination based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation of any person, military and veteran status, or the perception that a person has one or more of these characteristics is illegal and violates KCCD policy. KCCD will enforce all state and federal laws prohibiting discrimination. KCCD is committed to recruiting, training and providing advancement opportunities that will result in equal employment opportunities for all qualified applicants and employees.