



PRESIDENT

VIRGINIA HIGHLANDS COMMUNITY COLLEGE

The Virginia Community College System invites applications and nominations for the presidency of Virginia Highlands Community College (VHCC). Virginia Highlands Community College is one of 23 community colleges in Virginia and was founded in 1967. VHCC offers workforce certifications and guaranteed transfer options for undergraduates. The College has a unique partnership with the Southwest Virginia Higher Education Center (SVHEC), which is located on the VHCC campus. The SVHEC provides baccalaureate and graduate degree programs and professional development courses primarily for adult learners. The College's service region includes the Washington County, the western portion on Smyth County, and the city of Bristol. The College serves a total population of 136,951.

The Virginia Community College System aims to become a model institution for diversity and invites multicultural professionals from all backgrounds to contribute to its aspiration for building an inclusive community where everyone is given equal opportunity to reach their full potential.

Success Factors

The local college board and college community have identified several areas of potential emphasis for the next leader, including; a) creating a strong collegiate culture for faculty, staff, and students b) being a community leader with the ability to establish strong relationships with local business leaders, c) providing visionary leadership enhancing local economic development, d) finding innovative ways to address student access and success, and e) building strong partnerships with regional academic partners; K-12 and 4-year institutions, and f) having an appreciation for the history, culture, and opportunities found in Southwest Virginia.

The next president will develop and maintain strong leadership teams; seek continuous improvement; and foster positive change. This leader will be highly visible in the community and able to build successful external partnerships with diverse stakeholders and advance regionally relevant quality programs. She/he will also foster positive work teams and an inviting college community beginning by focusing on faculty and staff engagement and morale. Internally, she/he will ensure operational efficiency, fiscal strength, and college affordability, while building sustainable programs designed to meet the needs of the students and community at large. An understanding of the mission and goals of a comprehensive community college in the 21st Century and appreciation for rural colleges are essential characteristics, along with a clear commitment to instruction, student success, generating revenues and community involvement.

Qualifications for President

To accomplish the above, qualified candidates must have an earned doctorate and demonstrated successful senior executive experience at the highest levels. Previous experience must include significant responsibility for programs, budgets, personnel, facilities and other appropriate administrative duties. The ideal candidate will have proven leadership abilities along with excellent communications skills, a strong belief in a collaborative administrative style, as well as, a servant leadership perspective. She/he must also develop a broad vision for the College along with the skills and energy for implementation. Demonstrated ability to work with business, industry, government and the community at large is required.

Application Information

The search will remain open until the position is filled; however, to be considered for the initial screening, candidates should submit the below application materials by **June 30th**. A complete application packet will include a cover letter, résumé/CV, and one-page statement of leadership philosophy. The leadership statement should address the applicant's perspective on strategic risk-taking, making change, and how to fund and grow new programs. Additional information about the college, its community, the position, and application procedures can be found at <http://www.vccs.edu/careers/vhcc-presidential-search/>. The expected start date for the presidential appointee is January 1, 2020. The salary range for this position is **\$132,521 – \$193,541**. Questions may be directed to 804-819-4685.

The Virginia Community College System is committed to fostering, cultivating, and sustaining a culture of diversity and is an Equal Opportunity/Affirmative Action Employer. The VCCS encourages applications from women, minorities, veterans, and those with disabilities in our effort to reflect our diverse society.