The Virginia Community College System invites applications and nominations for the presidency of Northern Virginia Community College (NOVA). The college is the largest institution of higher education in the Commonwealth of Virginia and produces the 2nd highest amount of associate degrees of any community college in the country. It offers a wide range of post-secondary programs that include college-readiness, personal enrichment, workforce development training, career and technical curricula, and preparation for transfer to baccalaureate study.

Founded in 1964, NOVA is one of 23 colleges within Virginia's Community College System. The college boasts an annualized enrollment of approximately 78,000 credit students and over 35,000 FTEs from 170 nations with enrollment increasing 40% since 2010. The college is comprised of six fully comprehensive campuses, located in Alexandria, Annandale, Loudon, Manassas, Medical campus (Springfield), and Woodbridge serving the 2 million residents of the northern Virginia region of the National Capital area. The college has established a Center for Military and Veterans Education that serves more than 4,500 active-duty, reservists, National Guard, veterans and their family members. Its online Extended Learning Institute, serves 23,000 students offering 500 unique courses where more than 40 degrees and certificates can be completed. Workforce Development programs are offered through state-of-the art education, training and services to over 1,300 employers and 13,100 individuals.

The Local College Board and college community have identified several areas of potential emphasis or growth including: a) increasing student access and success (i.e. retention, transfer, graduation rates, developmental studies success), including responding to increasing enrollment and student diversity; b) aligning academic programs to the region's economic needs to include being a significant provider of workforce solutions for the business community; c) elevating the institutional image and cultivating partnerships, wherever possible, with local high schools, colleges/universities, and other public or private stakeholders; d) improving levels of full-time faculty teaching; e) continuing to diversify the funding base by expanding grant-funded activities and private, corporate, and foundation fundraising; f) ensuring the sustainability by reducing costs, optimizing the organizational structure, fostering a culture of innovation, managing growth, and attracting and retaining highly-qualified faculty and staff.

Candidate Profile

The next president will be a skilled strategist able to envision, propose, and implement change with a proven record of engaging the college, community, and other external partners in improving student access and success. This leader will be able to clearly envision and achieve a 21st century, esteemed college by institutionalizing an inclusive, results-driven planning process that supports the risk-taking and innovation necessary to sustain the college’s growth and desired student outcomes. The president will develop and maintain strong leadership teams; seek continuous improvement; and foster innovation and technological optimization to successfully facilitate complex, organizational wide change. This compassionate leader will build successful partnerships with highly diverse stakeholders, including the students, faculty and staff, business community, public leaders, multiple governmental bodies, and regional representatives and encourage investment in college programs. He or she will be able to advance regional economic opportunities and
workforce development programs to meet employer driven-needs. Internally, he or she will ensure operational efficiency, fiscal strength, and college affordability.

Qualifications

While this leader will have an earned doctorate—their experience will include senior higher education and/or business, governmental, or professional assignments, and positional responsibilities at the president, chief executive officer, general manager, provost or vice-president of a large, multi-site highly complex organization. An understanding of the mission and goals of a comprehensive community college in the 21st Century is essential along with a clear commitment to instruction, student success, and community involvement. The candidate should have proven leadership abilities, excellent listening and communications skills, a commitment to diversity and inclusion, as well as a strong belief in a collaborative administrative style. The candidate must also have a broad vision for the College together with the skills and energy for implementation in addition to the demonstrated ability to work with business, industry, government and the community at large.

The salary range is $211,547-$308,954. The search will remain open until the position is filled, however, to be considered for the initial screening, candidates should express interest by December 10, 2014. Application materials should 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 a results-orientation. Information about the college, its community, the position, and application procedures can be found at http://www.vccs.edu/nvcc-presidential-search/. Questions may be directed to 804-819-4685.

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