The Virginia Community College System invites applications and nominations for the presidency of Rappahannock Community College (RCC). As a part of Virginia’s Community College System, RCC, founded in 1970, is a comprehensive community college providing high-quality educational and training opportunities for residents of a twelve county service region east of Richmond on the western shore of the Chesapeake Bay. The College delivers accessible and affordable educational opportunities, including for-credit transfer and career technical programs. In addition, the College offers robust distance education coursework, quality dual enrollment courses and pathways, and award-winning workforce training and credentialing programs.

RCC is a partner with regional entities and a facilitator for action, enhancing the lives of people in the area, students in K-12 school systems, and employers. RCC offers a variety of academic programs and services, several of which have achieved national ranking and regional awards. Its Workforce services are well-respected, and its 41 signature Guaranteed Admission Agreements with senior institutions are popular and successful. The College has an annualized enrollment of 4,300 credit students and provides training for 1,000 students through the Workforce and Community Development office.

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) providing visionary, strategic leadership and practical guidance, while valuing shared governance practices, to position RCC for the future with new ideas and outreach opportunities, b) identifying opportunities outside of traditional sources of tuition, fees, and state/local support to meet the current and future needs of RCC students and advance its mission. Fundraising, along with strong fiscal management skills, are required, c) seeking out ways to increase enrollment through effective recruitment, retention practices, and the implementation of new programs based on the needs of the community and region, and d) building on the college’s legacy of success by supporting and expanding the diverse and emerging communities served by RCC, efforts which have resulted in many valued relationships.

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. The president will develop and maintain strong leadership teams; seek continuous improvement; and foster positive change. This leader will build successful partnerships with highly
diversely stakeholders and advance fundraising efforts. Internally, she/he will ensure operational efficiency, fiscal strength, and college affordability, while building sustainability of programs 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 successful candidate must 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 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.

**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 **March 13, 2019** through our applicant portal at [http://www.vccs.edu/careers](http://www.vccs.edu/careers).

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 programs for the future. Additional information about the college, its community, the position, and application procedures can be found at [http://www.vccs.edu/careers/rcc-presidential-search/](http://www.vccs.edu/careers/rcc-presidential-search/).

The expected start date for the presidential appointee is July 1, 2019 or as soon as is practical thereafter. The salary range for this position is **$144,449 – $210,959**. 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.