



## DIRECTOR OF CAREER TECHNICAL EDUCATION

Classification: Classified Administrator Retirement Type: PERS\*  
Salary Range: 11 Revised/Board Approved: February 19, 2025

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### **KEY ROLES/RESPONSIBILITIES**

Under direction of an assigned administrator, exercise direct leadership of the areas assigned providing functional supervision over assigned positions. Implement the department's or unit's vision and develop, organize and implement goals and objectives; plan, develop, organize schedule, direct, improve and evaluate assigned programs, services, and activities; and provide oversight, development, and coordination of all elements of the areas assigned, including Career Education, Strong Workforce (SWF), local and regional work plans, and Perkins categorical funding.

Foster a culture of collaboration, mutual respect, innovation, and continuous improvement throughout the assigned unit, department, and division; lead by example; actively participate in and support College-wide shared governance components and activities and other collaborative processes; encourage professional excellence among assigned staff; and promote, foster, and facilitate an organizational culture of customer service, teamwork, and innovation.

**THIS POSITION IS CONTINGENT ON EXTERNAL FUNDING**

### **SUPERVISION RECEIVED and EXERCISED**

- Receive general direction from an assigned administrator.
- Supervise, motivate, and evaluate the performance of assigned staff, interview and select employees; recommend promotions, transfers, reassignment, termination, and disciplinary actions to the assigned reporting level.
- Review and recommend staffing patterns, approve goals and performance objectives for personnel.
- Provide consistent direction in administering the collective bargaining agreements with faculty and classified employees; understand and interpret agreements for faculty and staff as directed.
- Foster a culture of sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, linguistic, ethnic backgrounds and disabilities of community college students, faculty, and staff.

## **REPRESENTATIVE DUTIES**

*The following duties and responsibilities are typical for this position. Incumbents may not perform all the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.*

### **I. LEADERSHIP**

1. Lead, direct, and manage the planning, development, organization, scheduling, direction, performance, and evaluation of programs and services of assigned departments or units. Articulate a clear vision of assigned areas, including services, applications, and benefits provided. Lead and manage change within assigned departments or units and across the Division as directed.
2. Actively participate in long-range planning, program review, and resource development activities. Promote transparency within and among assigned units or departments.
3. Participate actively in the life of the College, including operational processes and initiatives, by serving on College committees, workgroups, task forces, and councils as assigned.
4. Strengthen quality educational and support services to promote and empower student learning, success, and self-advocacy. Prepare and implement the department's budget.
5. Enhance innovation and participation in issues related to areas of assignment to ensure ongoing sustainability of the College.
6. Support student learning using a variety of effective instructional methods, educational technologies, and college resources.
7. Be accountable for effective and efficient utilization of resources. Control and authorize expenditures in accordance with established guidelines. Measure and assess outcomes. Identify opportunities for improvement within assigned areas and implement actions to strengthen services to students and the campus community.
8. Support and promote College initiatives including Diversity, Equity, Inclusion, Accessibility, and Anti-racism.
9. Serve as Campus Security Authority (CSA) for Clery Act reporting requirements. Maintain up-to-date certification for CSA status.

### **II. FUNCTIONAL RESPONSIBILITIES: College Level**

1. Provide effective leadership and ongoing guidance over all aspects of the areas assigned, including resource planning, budgeting, tracking, and reporting. Provide technical expertise as directed.
2. Monitor and improve the delivery of services throughout the areas assigned. Promote an effective work environment that supports high performance teamwork, continuous improvement, and ongoing sustainability of College resources.
3. Support the fiscal integrity of the College to promote and empower student learning, success, and self-advocacy.
4. Participate in grievances, disciplinary meetings, legal matters, and other employment related activities within areas assigned. Be alert for and effectively manage trouble spots in assigned service areas.

5. Provide timely operational, technical, and functional information to the Department Head, Vice President, and other College administrators, as directed. Interpret routine policies and regulations and recommend appropriate courses of action in unusual and complex circumstances. Demonstrate effective stewardship through continuous monitoring and reporting of resource needs, deployment, and utilization.
6. Ensure that all programs, services, activities, events, and experiences demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, linguistic, racial, ethnic backgrounds and disabilities of community college students, faculty, and staff.
7. Demonstrate sensitivity to and understanding of the diverse academic, socio-economic, cultural, disability, and ethnic backgrounds of students.

**FUNCTIONAL RESPONSIBILITIES: Job Level**

1. Facilitate the effective exchange of information to encourage broad based and collaborative planning and to resolve issues/concerns for Career Education, Strong Workforce and Perkins. Resolve problems referred by regional and college personnel and provide policy and/or regulatory interpretations as needed. Respond to requests from senior administrators and other college officials seeking assistance and expertise on Strong Workforce and Perkins.
2. Develop and administer budgets in accordance with the terms and conditions of the fund award. Maintain funds in separate/restricted accounts. Ensure consultants and contacts are within institutional, state, and federal requirements. Approve expenditures and budget adjustments as authorized.
3. Provide leadership for development, implementation, and assessment of Career Education programs across divisions. Work in collaboration with deans, associate deans, faculty and staff.
4. Assess labor market data supplied by the Center of Excellence, and curated California Community College Chancellor's Office (CCCCO) data, and other relevant sources; prepare plans to address current and projected supply gaps for "middle skills" jobs for review by requesting committees and management.
5. Work collaboratively with faculty and deans to coordinate instructional efforts to achieve objectives as stated in approved local and regional Strong Workforce and Perkins work.
6. Work collaboratively with Marketing and Communications to assist in the formulation, strategic development, implementation, and evaluation of the College's marketing, web presence, and communication for Career Education.
7. Coordinate with Institutional Research and Planning and other appropriate groups to collect, analyze, recommend, and disseminate institutional qualitative and quantitative data related to Career Education. Provide data that meets Perkins and Strong Workforce requirements and measures progress and effectiveness of funded programs and projects.
8. In collaboration with key college and regional constituencies, plan strategies and budget allocations for effective programs that satisfy goals and objectives in compliance with state and federal mandates.

9. Attend and represent the department and the District in meetings with governmental agencies, community groups, businesses, professional and regulatory organizations and in other relevant meetings with individuals.
10. Oversee and maintain a variety of records, reports, files, and data related to programs, progress toward plan objectives, service personnel, courses, budgets, and financial activity.
11. Engage and maintain partnerships in support of Career Education, Strong Workforce, and Perkins activities. Coordinate programs and services with outside agencies, industry partners, K-12 LEAs, community organizations, and other College departments.
12. Manage and participate in the development and administration of the Perkins and Strong Workforce annual budgets. Provide consultation, technical assistance, and guidance to faculty and staff on Strong Workforce and Perkins budgets and appropriate allocations. Forecast funding needs for staffing, equipment, materials. Monitor and approve expenditures as appropriate. Direct and implement adjustments as needed.
13. Monitor compliance for appropriate utilization of funds and track encumbrances and expenditures.
14. Prepare and ensure required reports are submitted appropriately, accurately, and on-time according to established timelines.
15. Hire, supervise, motivate, and evaluate assigned staff. Maintain monthly time and effort records on all personnel who work on the programs. Approve plans for staff training and professional development activities as needed. Review work for acceptability and conformance with established standards. Address performance concerns in alignment with collective bargaining agreements.
16. Assist the El Camino College Regional Representative for the Regional Consortium to coordinate regional and local projects for Career Education, Perkins, and SWFP.
17. Participate on committees, task forces, and complete special assignments (e.g., search committees, trainings, etc.) Prepare and deliver oral presentations related to assigned areas if needed or upon request.

### **III. RELATIONSHIPS**

1. Develop and enhance partnerships with schools, colleges, universities, businesses, and community-based organizations to respond to the educational, workforce training, and economic development needs of the community.
2. Advance an effective process of collaboration and collegial consultation conducted with integrity and respect to inform and strengthen decision-making.
3. Work closely with other departments within the Division and across the College to foster and facilitate a seamless student experience and increase student success.
4. Work cooperatively and communicate effectively with College administrators and staff, representatives of State and federal agencies, educational institutions, social service organizations, community representatives, and others to coordinate and implement assigned programs and activities and provide information to others.
5. Attend a variety of administrative and staff meetings related to strategic planning, budget, advisory committees, and other assigned activities; participate in consultation, shared

governance, and appropriate advisory committee meetings. Chair committees as assigned.

6. Maintain and encourage effective communication with assigned staff by holding regular staff meetings. Provide timely information to staff about issues, programs, and practices affecting the college, division, and departments.
7. Network with professional colleagues inside and outside of the College. Attend workshops and professional conferences to stay informed of new developments and technologies; serve on a variety of campus, community, and state committees; meet with representatives of business, industry, and local government as appropriate.
8. Participate as an active member of the Department's management team.

#### **IV. ORGANIZATION MANAGEMENT**

1. Maintain up-to-date knowledge of the regulations, policies, requirements, and eligibility criteria for assigned programs and ensure compliance with the College's policies, procedures, and practices.
2. Strengthen processes, programs, and services through the effective and efficient use of assessment, program review, planning, and resource allocation. Implement priorities in conjunction with the College's comprehensive planning and budgeting guidelines. Implement an organizational structure that maximizes utilization of resources and ensures effective and efficient delivery of services.
3. Train, supervise, motivate, and evaluate the performance of assigned managerial, professional, operational, technical, and support personnel; recommend transfers, reassignment, termination, and disciplinary actions as needed; delegate and review assignments; evaluate work products and results, implement appropriate procedures to accommodate need for information and assistance; establish and monitor timelines and prioritize work. Monitor employee performance on a regular basis and provide coaching for performance improvement and/or development as needed. Anticipate, prevent, and resolve conflicts under areas of supervision.
4. Implement plans for efficient and appropriate use and security of assigned facilities; ensure compliance with health and safety regulations.
5. Work with Information Technology personnel on a continual basis to enhance and improve relevant computer systems. Learn and apply emerging technologies to perform duties and provide services in an efficient, organized, and timely manner. Work to modernize infrastructure and technological resources to facilitate a positive learning and working environment and promote student success.
6. Perform other duties as assigned.

#### **MINIMUM QUALIFICATIONS**

**Education:** Bachelor's degree from an accredited college or university in a related area to the position.

**Experience:** Three (3) of equivalent full-time years of progressively responsible experience, in a grant-funded project/program management position at the federal or state level; and two (2) equivalent full-time years of industry experience; and three (3) equivalent years of full-time

teaching experience, preferably in a CTE field of study in secondary or post-secondary education or equivalent.

### **DESIRED QUALIFICATIONS**

**Desirable Education:** Master's degree from an accredited college or university in a related area to the position.

**Desirable Experience:** Five (5) equivalent full-time years of progressively responsible administrative experience in a grant-funded project/program management position at the federal or state level; two (2) equivalent full-time years of industry experience; and three (3) equivalent years of full-time teaching experience, preferably in a CTE field of study in secondary or post-secondary education or equivalent.

### **Knowledge/Areas of Expertise: College Level**

- California Education Code, Title 5, Chancellor's Office administrative procedures, Federal laws and regulations and other legal parameters that affect the policies and practices of the College, as they apply to areas assigned.
- Understanding of higher education principles and practices in community colleges, including the mission of the California Community Colleges.
- Community college organization, operations, policies, and objectives, including specific policies and procedures of El Camino College covering the departments or units supervised.
- Specific needs and interests of community college students.
- Principles of business administration, management, marketing, and record keeping.
- Effective organizational and management practices pertaining to the analysis and evaluation of projects, programs, policies, procedures, department performance metrics, and operational needs.
- Effective fiscal management strategies, including understanding of budget concepts, principles, and practices, and effective budget administration and control.
- Effective financial reporting and record keeping.
- Grant proposal writing and special funding resources applicable to areas supervised.
- Appropriate risk management strategies, safety precautions, and procedures.
- Principles of communicating and collaborating effectively with diverse students, faculty, staff, and administration.
- Effective methods for conflict resolution and crisis management.
- Effective change management principles and practices.
- Evaluation and statistical methodology for preparation of statistical research and reports.
- Effective marketing, promotion, and public relations techniques. Preparation, publication, and distribution of informational and promotional materials related to areas assigned.
- Effective written and oral communication skills. Effective interpersonal skills using tact, patience, and courtesy. Effective collaboration, communication, and consensus-building techniques.
- Effective needs assessment methods and project management practices. Effective data management, record-keeping, and reporting techniques. Understanding of key performance indicators, goals, and measurable objectives and how to implement them.
- Effective leadership, administration, organizational planning, supervision, training, and analysis techniques applied to the assigned administrative area. Comprehensive

understanding of the principles and practices of effective supervision, training, motivation, and performance evaluation.

- Computer systems and software applications related to areas of assignment, including capabilities and limitations. Modern office practices, procedures, and equipment. Operation of computer, peripherals, and software programs, including information systems, database management, spreadsheet, word processing and specialized software.
- Proficient level operation of a computer and assigned software, including proficient level use of common office software such as: Excel, Access, Word, Outlook, and PowerPoint.
- Technological advancements and their application to the assigned areas of responsibility.

**Knowledge/Areas of Expertise: Job Level**

- Knowledge of federal and state education policy.
- Knowledge of college functions and activities.
- Knowledge of California Community College Strong Workforce Programs, Perkins, and Career Education guidelines and regulations.
- Knowledge in the principles and practices of accounting or bookkeeping as related to grants and other public funding.
- Knowledge of operations of career educational systems, including K-12 and 4-year universities.
- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and project management.
- Effective project management strategies.
- Use of performance indicators for measurement of project success and overall impact on the college.
- Principles and practices of efficient and compliant grant administration.
- Basic principles and practices of public agency budget development and administration.
- Knowledge of sound financial management policies and procedures.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures and processes.
- Applicable Federal, State, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
- Organization and management practices as applied to the development, analysis, and evaluation of programs and operational needs of the assigned functions.
- Principles and procedures of accurate record-keeping and the gathering of information for the writing of comprehensive narratives and statistical reports for all assigned projects.
- Techniques for effectively representing the College in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.

**Abilities/Skills: College Level**

- Represent the College in a manner that reflects a positive image of services and support provided.
- Demonstrate sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, linguistic, disability, and ethnic backgrounds of community college students, faculty, and staff. Relate effectively to people of varied academic, cultural, and socio-economic backgrounds using tact, diplomacy, and courtesy.

- Establish and maintain cooperative and effective working relationships with a wide diversity of students, faculty, staff, and community members in an atmosphere of collegial decision-making and consensus-building. Work effectively and collaboratively in a diverse college environment, as well as within a community college system.
- Establish and maintain cooperative and effective working relationships with others. Listen effectively. Communicate respectfully with people of diverse cultures, languages, abilities, etc. Work effectively with others to build consensus and gain cooperation through discussion and persuasion to achieve common goals.
- Provide effective customer service and end-user satisfaction. Respond promptly to requests and inquiries from the public. Effectively resolve complex problems.
- Work independently with limited administrative oversight and direction. Adhere to ethical principles and practices, consistently exercise good judgment, and make effective decisions. Demonstrate flexibility and creativity in accomplishing work and resolving problems.
- Meet assigned schedules and timelines. Effectively manage the stress of working under tight timelines.
- Maintain confidentiality and act with discretion. Maintain the security of confidential materials.
- Travel to meetings and events on and off campus as required. Observe legal and defensive driving practices when operating a motor vehicle on campus or on official business.
- Utilize effective planning and organizational skills. Analyze problems, identify alternative solutions, anticipate consequences of proposed actions, and implement effective solutions in support of goals.
- Administer and control the budget for program areas as assigned.
- Chair and participate in a variety of college committees and work groups as directed.
- Read, understand, interpret, and apply technical and legal information effectively. Analyze, interpret, communicate, and enforce applicable federal, state, and local laws, regulations, rules, policies, administrative data, and related materials. Interpret, apply, and explain rules, regulations, policies, and procedures in a variety of procedural situations for areas assigned.
- Collect, compile, and analyze data. Prepare comprehensive narrative and statistical reports. Direct the maintenance of a variety of reports and files related to assigned activities. Prepare and maintain accurate and detailed records and reports related to the area supervised. Prepare analytical reports, proposals and other written plans for the College, Board of Trustees, Chancellor's Office, and other outside agencies as assigned. Assist in related research and evaluation activities as required.
- Utilize effective oral and written communication skills, including business letter writing, report preparation, and public speaking. Utilize appropriate English usage, composition, grammar, spelling, punctuation, and vocabulary.
- Communicate clearly, concisely, and effectively with diverse constituencies within and outside of the College, both orally and in writing. Prepare and present effective oral and written reports, press releases, and promotional materials as required. Prepare and deliver effective presentations as requested.
- Utilize effective planning and organizational skills. Plan, organize, coordinate, and direct work to maximize efficiency and effectiveness. Prepare work plans, implement schedules, and consistently meet reporting timelines. Effectively delegate authority and responsibility. Provide guidance and assistance to the functional and operational areas within the assigned Department.



- Utilize effective leadership, counseling, and modeling skills. Encourage professional excellence among employees and promote an organizational culture of customer service, teamwork, and innovation.
- Effectively train, direct, supervise, motivate, and evaluate the performance of assigned staff. Facilitate effective staff meetings and group discussions and involve staff in idea generation, goal setting, and decision making.
- Work effectively within a unionized environment.
- Operate a variety of office equipment including a computer. Use automated systems to maintain records, collect data, and generate reports.

**Abilities/Skills: Job Level**

- Must be sensitive to and understand the diverse academic, socioeconomic, cultural, ethnic backgrounds of students, and persons with disabilities.
- Ability to develop, oversee, implement, and effectively manage numerous projects and programs in a variety of areas.
- Ability to lead groups of faculty, administrators, staff, employers, and community organizations in the development of grant applications, project management, and on-time closure of project budgets, activities, and reporting.
- Ability to exercise independent judgment and initiative.
- Ability to exercise leadership and engage others to advance Career Education, SWF, and Perkins issues.
- Ability to work both independently and as part of a team.
- Ability to manage multiple projects and meet deadlines.
- Ability to work cooperatively with administrators, faculty, students, and staff.
- Ability to maintain current knowledge of state and federal program coding, educational trends, innovations, and practices related to Career Education.
- Skilled at identifying and making recommendations for modification when necessary in programs, instructional activities, policies and procedures to meet state and federal programmatic and grant requirements.
- Ability to learn and apply emerging technologies to perform duties in an efficient, organized, and timely manner.
- Recommend and implement goals, objectives, and practices for providing effective and efficient services.
- Establish and maintain contacts and partnerships with potential and existing funding sources.
- Plan, organize, assign, review, and evaluate the work of staff; train staff in work procedures.
- Evaluate and develop improvements in operations, procedures, policies, or methods.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Analyze, interpret, summarize, and present administrative and financial information and data in an effective manner.
- Interpret, apply, explain, and ensure compliance with Federal, State, and local policies, procedures, laws, and regulations.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical reports.
- Establish and maintain a variety of filing, record keeping, and tracking systems.

- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software application programs.
- Use English effectively to communicate in person, over the telephone, and in writing; communicate effectively both interpersonally and publicly.
- Work collaboratively as part of a team to achieve challenging objectives.
- Understand scope of authority in making independent decisions.
- Review situations accurately and determine appropriate course of action using judgment according to established policies and procedures.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

### **WORK ENVIRONMENT AND PHYSICAL DEMANDS**

*The work environment and physical demands described here are representative of those required by an employee to perform the essential functions of this job successfully.*

***Note: Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.***

#### **Work Environment**

Standard office setting. Duties are performed primarily in an office environment while sitting at a desk or computer workstation. Incumbents are subject to extensive contact with students, faculty, and staff with frequent interruptions, noise, and demanding timelines. At least minimal environmental controls to assure health and comfort. May involve working non-standard, evening, and weekend hours.

#### **Physical Demands**

Incumbents regularly sit or stand for long periods, travel short distances on campus on a regular basis, travel to various locations to attend meetings and conduct work, use hands and fingers to operate an electronic keyboard or other office machines, reach with hands and arms, speak clearly and distinctly to answer telephones and to provide information; see to read fine print and operate computer; hear and understand voices over telephone and in person; and lift, carry, and/or move objects weighing up to 25 pounds.

*\* Previous employment performed in a different public retirement system may allow eligibility to continue in the same retirement system.*