



EL CAMINO COLLEGE

DIRECTOR OF CONTRACT TRAINING

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

KEY ROLES/RESPONSIBILITIES

Under direction of the Dean of Community Advancement, exercise direct leadership of the areas assigned providing functional supervision over assigned positions. Implement the department'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 programs and services for Contract Education training and development, and delivers customized workforce training and consulting services to business, industry and government entities.

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 UPON REVENUE GENERATED FROM EXTERNAL SOURCES AND PARTNERSHIPS.

SUPERVISION RECEIVED and EXERCISED

- Receive general direction from the Dean of Community Advancement.
- 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 Dean 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. Provide day-to-day leadership and management of workforce development and contract education programs, oversee and evaluate the delivery of instruction, approve courses and training materials, maintain high client satisfaction, and ensure programs are in step with current and future directions of the Business Training Center.
2. Oversee the development and management of program budgets; monitor and authorize expenditures, authorize budget change requests for the department, access program operations and activities in terms of cost-effectiveness, and ensure the department is compliant with college policies.
3. Oversee the development and operation of the department's TrackPoint Industry and Student Tracking and Analysis System. Develop business/industry, management, scheduling, budget, program analysis, and other reports as requested.
4. Maintain compliance with California Employment Training Panel (ETP) rules and regulations for state funding. Attend necessary ETP panel and policy sessions when requested or necessary. Serve as the college representative for audits, ensure that department records are up-to-date, respond to all ETP correspondence, and ensure that all tracking data and invoicing is up-to-date.
5. Assist businesses in assessing workforce training and organizational development needs through appropriate client interviews, needs assessments, and performance consulting methodologies.
6. Ensure preparation of schedules for employer trainings, online courses, and professional workshops to meet the needs of business/industry and that all books, training binders, and supplies are shipped to the employers/students in time.
7. Supervise and evaluate the performance of assigned classified staff and contracted instructors/personnel; participate in the interview and the selection of full-time professional and classified staff when requested; provide training and professional development opportunities; and discipline according to established college policies and procedures.
8. Project staffing needs; provide leadership in the recruitment, selection, and evaluations of staff, instructional personnel and subject matter experts

9. Negotiate and administer contracts with instructors and business clients for customized trainings and services utilizing appropriate campus processes and procedures.
10. Develop and implement annual and long-term plans to promote and grow workforce upskill training programs with business and industry in the areas of manufacturing, supervisory and leadership skills, business skills, computer and IT skills, basic skills, and other areas identified as high demand.
11. Provide leadership in continuous improvement for the department that include the assessment of stated outcomes, analysis of strengths and weaknesses, measurements of customer satisfaction, and review of recommended changes to maintain relevance of the Center of Customized Training programs and to meet industry/business needs.
12. Conduct research of business labor needs and skill gap shortages, analyze business trends, unmet business needs, industry/student demographics, wage information, and employment needs in the local and regional service area to stay abreast of trends to assure competitiveness and financial viability.
13. Develop, strengthen, and maintain strong, cooperative and effective relationships with community colleges with workforce development units, with employers in business/industry, and with government entities locally and regionally.
14. Attend professional conferences, workshops, seminars, and meetings related to business/industry, workforce development, professional development, military as it relates to the college's program offerings, economic development, and others to promote growth and to stay abreast of workforce trends and developments.
15. Stay abreast of changes with key stakeholders including the California Employment Training Panel of program changes, legislation and in the training field to assure competitiveness and financial viability.
16. Facilitate maintenance of a curriculum repository appropriate to the department's mission. Work with contracted instructors/consultants to plan and develop curriculum additions, modifications, deletions, and changes to the department's online course catalog.
17. Promote the creation and issuance of digital badges and other industry recognized certifications when requested or recommended by local/regional businesses.
18. Coordinate and develop marketing themes, promotional publications, advertising, and public relations activities in consultation with supervisor and the Department of Marketing and Communications.
19. Coordinate and monitor the development of the department's Workforce Development and news and articles tabs of the Business Training Center's website.

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 business management, public administration, organizational development or a related field.

Experience: Three (3) equivalent full-time years of experience related to training and development in an industry or business environment; or experience developing an entrepreneurial or an educational program for adult learners; and two (2) years of teaching experience with adult learners.

DESIRED QUALIFICATIONS

Desirable Education: Master's degree from an accredited college or university in business management, public administration, organizational development or a related field.

Desirable Experience: Five (5) equivalent full-time years of progressively responsible experience related to training and development leadership in an industry or business environment, or experience developing an entrepreneurial or an educational program for adult learners; and five (5) years of teaching experience with adult learners.

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

- Program management and leadership.
- Principles and methods of marketing, sales and contract/project management.
- Local business and industry environment.
- Principles of adult learning theory, group dynamics, and human behavior.
- Assessment of training needs, organizational development, performance consulting.
- Course development and implementation.
- Effective economic and workforce development methods and practices.
- Practices related to fee-based community or extended education programs.
- Marketing, promotion and public relations techniques.

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 socioeconomic 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

- Manage, lead, and coordinate the work of others, including training or performance consulting, scheduling, and performance evaluation.
- Establish and maintain effective working relationships in a diverse multi-cultural and multi-ethnic environment.
- Demonstrate clear evidence of sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability and ethnic backgrounds of community college students, staff, and the community.
- Work in a fast-changing, entrepreneurial industry.
- Manage budgets on assigned grants and projects.
- Write grant proposals that serve the interests of employers and individuals within the region.
- Plan and organize work.
- Analyze situations accurately and adopt an effective course of action.
- Meet schedules and timelines.
- Seek and identify potential funding sources.
- Ability to use interpersonal skills that demonstrate tact, patience and courteousness.
- Ability to operate a computer and assigned software.
- Ability to drive to offsite locations periodically.
- Move from one work area to another.

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.*