

Compensation and Benefits

The Ventura County Community College District offers an attractive compensation and benefits package. The salary for this position is between \$193,104 - \$226,575 annually, depending on qualifications. The excellent benefits package includes the following:

- ◆ Two floating holidays per fiscal year.
- ◆ Retirement: Employees hired on or after July 1, 2005, and who have a minimum of ten (10) years of service, and who meet eligibility requirements for retirement, may continue to participate in the District health plans to age sixty-five (65), with the cost paid by the retiree.
- ◆ Medical and Vision: Plans are offered through Anthem Blue Cross and Kaiser. These plans may convert to coverage through CalPERS.
- ◆ Dental: Coverage plans offered through Delta Dental.
- ◆ Life Insurance: Plans offered through Anthem Life.
- ◆ 12 days of sick leave per fiscal year.
- ◆ Vacation accrual at 13.33 hours/month.
- ◆ 13 paid holidays (from posted holiday schedule) plus the 3 board granted vacation days between Christmas & New Year's – total 16.
- ◆ Eligible for cell phone stipend - \$75.00/month.
- ◆ Eligible to join Manager's Sick Leave Pool – can request 30 days of half-pay sick leave + 5 days of full pay sick leave.

The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

Bill Avery or Bill Lopez
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The final filing date for this recruitment is May 8, 2020.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or by email: bill@averyassoc.net or Bill Lopez at 408.888.3099 or by email: williaml@averyassoc.net.



VENTURA COUNTY COMMUNITY COLLEGE DISTRICT



INVITES YOUR INTEREST FOR THE POSITION OF:

VICE CHANCELLOR - HUMAN RESOURCES

Ventura County

Located along 43 miles of Southern California coastline, Ventura County is situated between Los Angeles and Santa Barbara Counties. Early Spanish settlers described it as the "land of everlasting summers" or San Buenaventura, which means good fortune. Covering 1,873 square miles, Ventura County has a population of about 844,000.



Ventura County offers a Mediterranean climate with low humidity and near-perfect average temperatures in the mid-70s. Some areas enjoy more than 300 sunny days annually. Ranging from sea level to the 8,831-foot peak of Mount Pinōs, the mountains, valleys and coastal plains give the region a unique variety of six microclimates.

Ventura County Community College District

Ventura County Community College District (VCCCD) is a public community college district serving residents throughout Ventura County. VCCCD's three colleges - Moorpark College, Oxnard College, and Ventura College - offer programs for transfer to four-year colleges and universities; career technical training; basic skills instruction; as well as community service, economic development, and continuing education for cultural growth, life enrichment, and skills improvement. VCCCD serves approximately 33,000 students.

The Ventura County Community College District (VCCCD) is governed by a five-member locally elected Board of Trustees and a student board member. The five trustees are elected in even-numbered years to four-year terms by the voters of Ventura County. The Board of Trustees is responsible for adopting policies that direct all activities relating to conducting the business of the district and its colleges. The Chancellor, the district's chief executive officer, is responsible for carrying out policies approved by the Board of Trustees.

The Position and Ideal Candidate

The Vice Chancellor for Human Resources reports to the Chancellor and is responsible for all human resources functions at the District serving as the chief human resources officer. The functions of the Department include; labor relations, employee relations, academic recruitment and selection, staff diversity, contract administration, Title IX, and staff development. The new Vice Chancellor will be joining the District at an exciting and transformational time with lots of opportunity to help shape the Department and culture of District for years to come. The new Vice Chancellor will be a key part of the executive structure and instrumental



in carrying forward the vision of improved organizational effectiveness and collaboration through all operations.

The ideal Vice Chancellor will be a seasoned human resources executive with a strong background in delivering innovative process improvements in large organizational settings. The District is seeking to employ new strategies and approaches to a variety of key functions to improve both efficiency and collaboration not just within the Human Resources Department, but externally as well.

The goal is to build a collaborative district-wide culture across that is focused on the students and their welfare where all of the departments and functions across the different sites are fully coordinated and working together.



Another core component of an ideal candidate background is with labor and employee relations. The new Vice Chancellor must have worked in an environment with employee unions and had extensive experience working on contract negotiations and also in fostering positive relationships with the union and their members. Fostering effective employee relations will also be important to this role and require a deft touch, emotional intelligence and an ability to work collaboratively with the union on matters like employee discipline.

The ideal candidate will be expected to quickly assimilate into culture of collaboration, teamwork and proactive communication. Yet, competitive individuals will bring a fresh pair of eyes and a creative orientation towards developing new ideas in the department, a passion for public service, fostering a strong team and mentorship culture as well as delivering high levels of customer service. The next Vice Chancellor will understand and embrace Shared Governance as outlined in California law.

The new Vice Chancellor will have a minimum of five years of increasingly responsible human resources management experience including employee/employer relations, employee benefit programs, staff development or related fields with direct responsibility for one or more of the areas supervised. A Master's degree from an accredited college or university in business, human resources management, public administrations, or a related field highly desirable, however, some combination of significant human resources management experience as well as other degrees may be substituted for the Master's degree.

