



**Search Begins October 1, 2025**

**West Kern Community College District**  
**Taft College**

## **SUPERINTENDENT/PRESIDENT SEARCH**



### **THE POSITION**

Taft College has launched a search for its next Superintendent/President – a dynamic, visionary, and charismatic leader ready to inspire and empower our students, staff, faculty, and community! The Board of Trustees is looking for an innovative and forward-thinking administrator to lead our vibrant institution and champion our mission, both on campus and beyond.

The Superintendent/President of this single college district reports directly to the Board of Trustees and is responsible for leading all aspects of the college and district, including instruction and student services, institutional planning, fiscal management, fundraising, advocacy, resource development, human resources management, and facilities development.

Beyond the traditional responsibilities, the ideal candidate will be a passionate advocate for Taft College, possessing the ability to articulate its unique strengths, achievements, and potential to a wide range of stakeholders. They will inspire confidence and enthusiasm, fostering strong relationships with community leaders, donors, and industry partners to advance the college's mission and secure vital resources. The Superintendent/President ensures college programs reflect a commitment to student success, access, equity, and diversity.

For more information about the position, please visit the Superintendent/President Search page at:

[Taft College President Search](#)



## SUPERINTENDENT/PRESIDENT SEARCH

# THE DISTRICT/COLLEGE

**Imagine a place where big dreams take flight, where students discover their passions, and community comes first.**

That's Taft College. We're not just another college district; we're a launchpad for success, fueled by a vibrant campus culture and a commitment to empowering every student.

As a single-college district governed by a passionate Board of Trustees, Taft College is nimble, innovative, and laser-focused on meeting the needs of our students and the community we serve. The Superintendent/President isn't just a CEO; they're a visionary leader, a strategic thinker, and a champion for student success.

Reporting directly to the Board, the Superintendent/President will be the driving force behind shaping the future of Taft College. This means leading with creativity, embracing innovation, and ensuring that every resource, program, and service is designed to help our students thrive.

For over a century, Taft College has been a vital part of the community, serving over 1,000,000 students and transforming lives. We're proud to be recognized by our students as one of the top community colleges in California, as reported by Niche.com – a clear sign that we are on the right track.







## **SUPERINTENDENT/PRESIDENT SEARCH**

### **MINIMUM QUALIFICATIONS**

- Master's degree from a regionally accredited college or university recognized by the United States Department of Education.
- Three years of executive-level administrative experience in higher education, defined as a chief executive officer, or as having responsibility for a broad operational segment of the organization with significant fiscal and programmatic oversight.
- Have experience reporting directly to a governing body or chief executive officer.
- A deep understanding of and sensitivity to the diverse academic, socioeconomic, ethnic, cultural, disability, gender identity, and sexual orientation of community college students.
- Must be legally eligible to work in the United States. Sponsorship is not available for this position.

### **DESIRABLE QUALIFICATIONS**

- Doctorate degree from a regionally accredited college or university recognized by the United States Department of Education.
- Five years of executive-level administrative experience in higher education at the President or Vice President level or equivalent.
- Experience supporting faculty, instruction, and student services in a higher education setting.
- Proven success with enrollment management strategies to boost and sustain student enrollment.
- In-depth knowledge of accreditation standards, policies, and requirements.
- Comprehensive understanding of the California Community College system, its mission, educational and financial landscape, and relevant laws and regulations.
- Demonstrated leadership and strong community engagement.
- Experience with intercollegiate athletics and/or on-campus student housing.



## **SUPERINTENDENT/PRESIDENT SEARCH**

# IDEAL CHARACTERISTICS

- A collaborative leader who builds strong teams, fosters open communication, and empowers others to contribute their talents.
- An action-oriented leader who responds swiftly to challenges, delegates effectively, and delivers results.
- A courageous and resilient leader who tackles challenges head-on, makes difficult decisions with integrity, and fosters consensus through open dialogue.
- An approachable leader who builds strong relationships, inspires trust, and cultivates a shared sense of purpose.
- A leader who strategically allocates resources (financial, human, and technological) to maximize student success and institutional effectiveness.
- A financially savvy leader with expertise in college-level resource management, budgeting, forecasting, and financial reporting.
- A skilled fundraiser who can cultivate relationships with donors and secure grants to support college initiatives.
- A leader who understands the California collective bargaining environment and fosters positive relationships with employee groups.
- A leader committed to environmental sustainability and responsible resource management.
- A leader guided by a strong ethical philosophy and a deep commitment to student success and community impact.
- A charismatic and persuasive communicator, capable of effectively advocating for Taft College and community college education at all levels.
- A strategic thinker who can leverage opportunities to position Taft College as a regional leader, forging strong partnerships with elected officials, businesses, and community organizations.
- A champion of diversity, equity, and inclusion, with a proven track record of creating a welcoming and supportive environment for all students and employees.
- A leader who embraces Taft College's unique identity, values its traditions, and strengthens its ties to the community.
- An effective change agent who fosters a culture of continuous improvement, drives innovation, and inspires others to achieve their best.
- A leader with expertise in navigating the complex landscape of California Community College policies, regulations, and accreditation requirements.
- A data-driven decision-maker who takes calculated risks and embraces innovation.



## **SUPERINTENDENT/PRESIDENT SEARCH**

# COMPENSATION & BENEFITS

Compensation is highly competitive, based on experience, qualifications and negotiation of an employment agreement with the Board of Trustees.

The West Kern Community College District offers a comprehensive fringe benefits program that includes District paid medical, dental and vision coverage for all employees and their dependents, as well as a generous vacation plan. Employees are eligible for membership in either CalPERS or CalSTRS retirement systems.

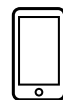
Beyond the traditional fringe benefits program, the District provides housing, including coverage of associated expenses, for the Superintendent/President. Additional details related to the property are available at this [link](#).

# SELECTION PROCESS

A Search Committee representing the constituencies of the District will evaluate applicants and conduct initial interviews. The Search Committee will recommend finalists to the Board of Trustees for their consideration. Candidates selected for an initial interview will be reimbursed up to \$750 for reasonable and appropriate travel expenses. Candidates invited to final interviews will be reimbursed for all reasonable and appropriate travel expenses, consistent with Board Policy and Procedure. Meeting minimum requirements does not guarantee an interview.

For more information & assistance with applying, please contact Human Resources at:

✉ [hrdept@taftcollege.edu](mailto:hrdept@taftcollege.edu)



661-763-7805







## **SUPERINTENDENT/PRESIDENT SEARCH**

**Ready to make a difference? If you're a visionary leader with a passion for student success, we encourage you to apply.**



## **APPLICATION PROCESS**

To ensure full consideration, please submit your application materials by January 7, 2026. Application requirements are below. Incomplete applications will not be considered.

- Completed Employment Application through [Taft College Human Resources](#) website.
- A letter of interest (no more than three pages) highlighting your qualifications and experiences relevant to the position's key characteristics and requirements.
- Current Résumé or CV.
- A list of eight professional references, including contact information (email and phone), representing supervisors, subordinates (including a support staff member), faculty, and community members.
- Complete transcripts of all college-level coursework (unofficial copies are acceptable for the initial application; official transcripts will be required for finalists). Transcripts from institutions outside the U.S. must be evaluated by a certified transcript evaluation service.

## **EEO NON-DISCRIMINATION NOTICE**

It is the policy of the West Kern Community College District (WKCCD) to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity and are not subjected to discrimination in any program or activity of the WKCCD on the basis of actual or perceived ethnic group identification, race, color, naturalization, ancestry, religion, creed, sex (including gender-based sexual harassment), gender identity and expression, pregnancy, marital status, cancer-related medical condition, sexual orientation, age, physical or mental disability, or veteran status.