



Los Rios Community College District (CA) Chancellor

SALARY	Negotiable	LOCATION	Sacramento, CA 95825
JOB TYPE	Executive	JOB NUMBER	REQ01187
COLLEGE	District Office	DEPARTMENT	Chancellor's Office
OPENING DATE	08/18/2025	CLOSING DATE	10/15/2025 11:59 PM Pacific
FLSA	Exempt	BARGAINING UNIT	N/A
WORK SCHEDULE	The assignment may include day, evening, weekend, and/or off-campus hours.		
ADDITIONAL INFORMATION	The position is open until filled. Acceptance of application materials begins on August 18, 2025. To be considered for the first screening, application documents must be submitted by October 15, 2025.		
CAMPUS WEBSITE	https://losrios.edu/about-los-rios/our-values	ADDITIONAL SALARY INFORMATION	Salary, benefits, length of contract/terms/conditions of employment are competitive and negotiable.

Position Summary

The Chancellor is the Chief Executive Officer of the District and reports directly to an elected seven-member Board of Trustees. The Chancellor is responsible for providing executive direction, supervision and leadership to all operations of the District and assures that the District is administered in accordance with the policies adopted by the Board of Trustees, the regulations of the State of California, and the relevant requirements of the federal government. The Chancellor provides advocacy in keeping with the District's mission and rich traditions as a premier resource of higher education for the region. The Chancellor leads with a commitment to diversity, equity, student success and instructional excellence. The Chancellor oversees the District's colleges, educational centers and central support services. The Chancellor promotes collaboration with community members, local K-12 schools, and higher education institutions, while also enhancing partnerships with legislative, state, federal, and district entities. The Chancellor provides strategic planning leadership and ensures the fiscal integrity and stability of the district. The Chancellor promotes collaboration, respect, innovation, and continuous improvement across the District; leads by example; supports District-wide governance and collaborative processes; and fosters a culture of innovation.

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for the first screening, application documents must be submitted by October 15, 2025.

For additional information about this position please visit the [Chancellor Search](#) page.

Typical Duties

As Chief Executive Officer of the District, the Chancellor supervises the College Presidents, Deputy Chancellor, Executive Vice Chancellor, Chief Officers, and other district staff. Responsibilities and duties include, but are not limited to, the following areas:

Educational Leadership

- Works collaboratively with and provides leadership to the College Presidents to support the Colleges' primary role of teaching and learning, improving academic programs, and providing for optimum student access, success, and completion with wise use of resources.
- Is responsible for the overall quality of all District programs, services, and activities and seeks opportunities to increase and maximize program funding sources to continually meet the needs of the District and its diverse communities.
- Strives to be a leader of influence at the community, state and national levels to bring visibility to the District, create good will, form partnerships and cultivate resources.
- Proposes and advocates for policy, legislation, fiscal and ancillary resources to sustain, enhance and develop new programs, services and opportunities.
- Pursues and fosters partnerships with business, government, industry, community organizations, and educational entities to meet changing needs and cultivate economic development in the community.
- Provides leadership and guidance for integrated, District-wide planning processes that are inclusive, collaborative, and ensure the highest quality instruction, student services, community services, and overall administration of the District with achievable resources.
- Supports innovative professional growth opportunities that allow staff to acquire knowledge and skills to enhance the overall quality of services that the District provides.

Management Leadership

- Serves as an inspirational leader for all administrative, academic and classified staff and empowers, motivates and mentors personnel in developing new approaches, methodology and concepts in the field of education.
- Leads, develops, and evaluates the District executive team.
- Ensures management systems provide sound decision-making and effective policy implementation with emphasis on flexibility, accountability, and continuous improvement.
- Oversees the development of the District budget, provides oversight of the budget, and is responsible for the overall fiscal integrity of the District.
- Ensures the recruitment, employment, and retention of highly qualified and diverse faculty and staff in accordance with Board policies.
- Builds consensus through collegial consultation and collaboration to cultivate and maintain healthy relationships in a multi-college District.
- Leads long-range planning that shapes the budget process, resource allocation, site development and education, staffing and facilities planning of the District.
- Inspires and leads internal constituencies to collaborate on developing a shared District-wide vision that advances the organization while honoring the unique qualities of each entity inside the organizational structure.
- Advocates for state and federal funding and creatively pursues alternative resource funding to ensure quality of programs and foster growth.

Governance and Process Leadership

- Cultivates and inspires a climate of cooperation between the Colleges and the District Office by working with the Presidents, Deputy Chancellor, Executive Vice Chancellor, Chief Officers, and others to encourage collegiality and unity. Collaborates on strengthening District-wide processes that best serve the organization.

- Values collaborative problem solving as integral to the collegial consultation process, as well as interest-based bargaining as a tool for effective employee-employer relations.
- Understands and supports California's unique shared governance model and works collaboratively with faculty and staff for optimal outcomes.

Board Relations & Development

- Works collaboratively with the Board on understanding and strengthening the Board's role in setting policy, providing prudent fiscal resource management, and serving as representatives of the community.
- Establishes a strong and trusting partnership with the Board of Trustees and creates a culture of mutual respect and open communication between the Board and Chancellor. Actively and regularly communicates with the Board as a whole and with individual Board members to develop and strengthen the Chancellor/Board relationship.
- Guides the Board to continually examine priorities that balance autonomy and accountability for the Colleges; set appropriate District responsibilities and controls; and support policy-making and fiscal oversight.
- Advises, updates and seeks policy direction and support from the Board on a regular basis.
- Executes delegated authority pursuant to Board direction and policy.
- Collaborates with the board president and vice-president in preparing the agenda for all Board meetings in accordance with applicable laws and District protocols.
- Implements the Board's goals and objectives through collegial consultation processes and appropriate division of roles and responsibilities.
- Systematically promotes the enhancement of the Board's knowledge of the District's programs, services, and processes.
- Ensures that the District and Colleges are accomplishing their goals for student success and completion and that the Board regularly reviews key indicators of student learning and achievement and institutional plans for improving academic quality.
- Provides leadership in evaluation of Board roles and functions in the accreditation process.

Personal and Professional Qualities

Kind, Personable and Approachable

Demonstrating genuine kindness and empathy towards students, faculty, and staff, while being authentic, personable and accessible in leadership. Is aware of own cultural background and how it influences perceptions, values, and practices and effects and shapes the relationship to students and staff. Holds self, and others, accountable, admits mistakes and learns from them.

Effective Communication Skills

Demonstrates outstanding communication skills with clarity and approachability; listens openly and deeply and consistently exhibits strong emotional intelligence in all interactions with staff, faculty, students, external stakeholder and the greater community.

Embraces the Mission of the Community College in California

Demonstrates a deep understanding of and support for the California community college mission. Implements policies and practices consistent with the mission to meet the diverse needs of students and the community; and promotes rigor that results in high student achievement to advance the mission of the community college.

Collaborative Leadership

Has a clear commitment to a collegial environment and inclusion in important decision-making processes. Exhibits a collaborative leadership style with all constituent groups to accomplish critical institutional objectives.

Values Diversity, Equity, and Inclusion

Embraces diversity, equity, and inclusion in all its forms as a Districtwide value. Focuses on meeting the needs of underserved student and community populations by identifying and implementing strategies that promote student equity. Promotes changes necessary to ensure positive outcomes in diversifying the workforce.

Effective Organizational Leadership

Understands how instruction, student services, academic support services, business and administrative services, and

technology interface to effectively support student learning and other institutional processes. Is aware of the complexities of a multi-college district and exhibits an ability to foster cooperation between district colleges and allocate resources equitably and effectively.

Effective Fiscal and Resource Management

Understands the role of finances in planning, budgeting, assessing, and leading continuous improvement. Effectively manages all resources to advance the purposes of the District.

Passion to Lead in Uncertain/Dynamic Times

Has the resilience and perseverance to address challenges. Is deliberate in assessing diverse and conflicting perspectives; brings those perspectives to consensus and successful outcomes. Is an effective, data-informed decision maker and manager of change. Is action- and results-oriented, innovative and creative, and responds to situations in a timely manner, particularly in periods of uncertain funding or disruption. Engages District leadership in addressing and navigating current uncertain and challenging times in a transparent and collaborative manner.

Effectively Motivates Others

Inspires trust and confidence through strong motivational skills and authentic engagement. Exhibits a strong work ethic, positive attitude, and enthusiasm for the work of the organization. Is a successful team builder with a proven ability to motivate everyone to perform at their best by recognizing the potential in others and setting a tone for a positive Districtwide inclusive culture and climate that openly appreciates and supports the professional contributions of all District staff and faculty.

Highest Ethics and Integrity

Exhibits personal/professional ethics and integrity in all behavior and relationships with a strong sense of transparency, fairness, and equity in all decision making.

Advancing External Relationships

Maintains high visibility and has successful experience in cultivating and maintaining external relationships at the local, regional, state, and national levels. Commits personally and supports others in seeking external forms of resources through formal organizations, such as foundations, and community partnerships.

Positive and Effective Labor Relations

Understands the California collective bargaining environment and the need to work effectively with all employee groups. Has relevant experience achieving successful negotiations outcomes.

Effective Leadership in a Complex District Environment

Understands the Chancellor's role within the authority structure in a multi-college district. Engages in a creative, innovative, and respectful manner with District and college leadership. Works to establish and maintain among District leaders, faculty and staff, a healthy sense of urgency about uniting the District's varied competing interests to accomplish the common goal of improving student outcomes.

Ability to Develop and Articulate a Practical and Compelling Vision That Positions the District for the Future

Understands that the vision needs to be strategic in taking into account market realities and current or potential institutional strengths. Ability to combine a data-driven appraisal of today's realities with the ability to scan the horizon, especially with respect to competition and technological change.

Effective Board of Trustees Relationships

Understands and appreciates the role of the Board of Trustees and committed to maintaining a solid CEO/ Trustee relationship. Works to advance a strong and collaborative relationship between the CEO and Trustees through transparency, confidentiality, and mutual respect.

Community Mindedness

Embraces and appreciates the unique cultural and dynamic environments of the many diverse local communities throughout the District. Values the strengths each of the areas contribute, and at the same time serves as a catalyst for change by engaging stakeholders through actively addressing barriers associated with generational poverty and systemic racism which have existed for decades throughout the region.

Embraces Sustainability in all its Forms

Recognizes the critical importance of maintaining and advancing all forms of sustainability as a fundamental core value in all functions, operations and actions throughout the District.

Strong Advocate for Student Success and Well Being

Demonstrates strong student-centered leadership by addressing institutional barriers and creating a safe, welcoming, inclusive and engaging environment that provides multiple pathways to success for all students throughout the District.

Building a Strong District-wide Executive Leadership Team

Ability and commitment to building, supporting and advancing a strong executive leadership team throughout the District by establishing high standards, monitoring leadership outcomes and holding each member of the executive leadership team accountable for accomplishing critical institutional objectives.

Knowledge of

- Budget preparation, control and administration for a large, multi-faceted public organization.
- The collective bargaining environment, including contract negotiations and resolution of employee grievances in California community colleges.
- Collegial consultation and shared governance used in California community colleges.
- The community college mission, as well as an awareness of contemporary issues, trends and legislation in higher education.
- Compliance requirements, including accreditation standards.
- Needs, interests and concerns of various groups of community college students.
- Organizational development theory, strategic change management, human resources, facilities planning, informational systems management, community and legislative relations, short- and longterm strategic planning, and fiscal management.
- Principles, theories, practices, methods and procedures of public administration specifically related to higher education.
- Student enrollment trends and demographic statistics of the community.
- The role of community colleges in economic development.
- Trends in academic, vocational, community and contract education.

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

Work Environment:

Duties are primarily performed in an office environment or in meetings at a District or community location. The incumbent is subject to frequent interruptions and contact in person and on the telephone with executives, administrators, faculty, members of the Board of Trustees, community and State and federal leaders and the general public. Frequently must travel to other offices or locations to attend meetings and conduct work. Must attend afternoon or evening Board meetings.

Physical Demands: Typically must sit for long periods, walk short distances on a regular basis, see clearly to read normal and fine print and operate computer keyboard, speak clearly and distinctly to provide information in person or on the telephone, hear and understand voices over telephone and in person to exchange information and make presentations, use hands and fingers to operate an electronic keyboard or other office machines, travel to various locations to attend meetings and conduct work and lift, carry and/or move objects weighing up to 10 pounds. Must remember key information and concentrate for long periods of time.

Minimum Qualifications

1. Master's degree from a regionally accredited institution, or equivalent.
2. Five years of senior-level administrative experience in education, defined as an executive position reporting directly to a governing body or chief executive officer and being responsible for a broad operational segment of the organization with significant fiscal and programmatic oversight (for example, academic affairs, student services, administrative services, college campus) or equivalent.
3. Demonstrated commitment and experience to equity and inclusion in all their forms and an in-depth understanding and appreciation of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of community college students and employees, as well as the educational needs of the district's diverse communities.

Desirable Qualifications

- Doctorate degree from a regionally accredited institution.
- Community College Chancellor, President and/or Vice Chancellor experience.
- Leadership role in a large single-college district or a multi-college district.
- Faculty experience in teaching or student services, or other leadership experience providing support for faculty, that demonstrates a strong understanding of the teaching/learning process.
- Proven record of successful management of resources, including effective budget development and oversight.
- Demonstrated experience in effectively navigating the complexities of the California community college policy, fiscal, legal, regulatory, and accreditation environments, or equivalent.
- Successful external resource development experience, including the pursuit of grant funding and community support through partnerships and/or a foundation.
- Proven experience and success in working across diverse stakeholders, including faculty, classified professionals, students, and external stakeholders.
- Proven experience and success in working collaboratively and with mutual respect with diverse stakeholders, including faculty, classified professionals, students, and external stakeholders.
- A knowledge and commitment to the principals and provisions of AB 1725 and its contributions to the current status of shared governance in the California Community Colleges.
- Demonstrated commitment to supporting student success, basic needs, and academic achievement and success in fostering innovation in academic and workforce programming.
- Can provide nimble and innovative leadership on emerging trends and challenges, including artificial intelligence, online education and dual enrollment.
- Experience working with an elected Board of Trustees or equivalent

Application Instructions

1. A Los Rios Community College District Application
2. A cover letter, six pages or less, succinctly stating to what extent the candidate meets the minimum and preferred qualifications sought for this position. The cover letter should also address the essential duties and responsibilities listed in the position description. Candidates should cite specific examples from their background and experience to demonstrate the knowledge and expertise necessary for this position.
3. A current resume, not to exceed six pages.
4. Minimum of 10 to 12 professional references, including names, email addresses, business, and cell phone numbers. References should include:
 - Two supervisors
 - Two administrative peers or equivalent
 - Two subordinates (including one classified/support staff member)
 - Two community members or those from external partnerships
 - Two faculty members

Preferably, references are to be from current and former institutions. References will not be contacted without the candidate's permission.

ADDITIONAL INSTRUCTIONS:

- Applications submitted without all **required** documents listed above will be disqualified.
- **Applications submitted with additional materials NOT requested will be disqualified.**

- Only information (education, experience, etc.) listed on the application will be considered for minimum qualifications.
- Applicants indicating “see resume” on the application will not have that referenced experience considered for minimum qualifications, which may lead to the application being disqualified.
- Individuals who have completed college/university course work at an institution in a country other than the United States must obtain a complete evaluation of foreign transcripts, degrees, and other relevant documents, even if the foreign document has been accepted by another college/university in the United States.
- Foreign transcript evaluations are **ONLY** accepted from AICE (Association of International Credential Evaluations, Inc.) or NACES (The National Association of Credential Evaluation Services) agencies or evaluators. For additional information on foreign transcript evaluations [click here \(Download PDF reader\)](#).
- **ONLY** copies of transcripts from a US College/University or Foreign Transcript Evaluation will be accepted. **DO NOT** include any foreign transcripts.
- Graduate advising documents, certificate of degrees, diplomas, and grade reports will not be accepted as transcripts.

Do not submit additional materials that are not requested.

For additional information about this position please visit the [Chancellor Search](#) page.

Contact Information

Human Resources Information

For techical application support.

Carrie Bray, Vice Chancellor, Human Resources

brayc@losrios.edu

(916) 568-3116

Available Monday through Friday from 8:00 am to 5:00 pm Pacific Time.

Consultant Information

For confidential inquiries about the position and nominations, contact the search consultants.

Dr. Benjamin T. Duran, PPL President

bduran@pplpros.com

(209) 761-0534

Dr. Jim Riggs, PPL Vice President

jriggs@pplpros.com

(209) 559-6550

Benefits

Salary, benefits, length of contract/terms/conditions of employment are competitive and negotiable.

The Los Rios Community College District participates in the California State Teachers Retirement System and the California Public Employees Retirement System for eligible employees.

Employer

Los Rios Community College District (CA)

Address

1919 Spanos Ct

Sacramento, California, 95825

Phone

Website

(916) 568-3112

<https://losrios.edu/>