



SAN JOSÉ CITY COLLEGE PRESIDENTIAL RECRUITMENT

A PART OF THE SAN JOSÉ - EVERGREEN COMMUNITY COLLEGE DISTRICT | SAN JOSÉ, CA



Inspiring Students Since 1921

IN THE HEART OF SILICON VALLEY

SAN JOSÉ CITY COLLEGE INVITES YOU TO BE OUR NEXT PRESIDENT

OPPORTUNITY TYPE

Executive Management Employment Opportunity

POSITION TITLE

San José City College President

POSTING NUMBER

S2539

CLOSE/FIRST REVIEW DATE

10/17/2025

DEPARTMENT

President's Office

WORK LOCATION

San José City College

WORKING ENVIRONMENT

Typical Office Environment

POSITION STATUS

Full-time

SALARY RANGE

\$308,888 - \$357,575 Annual Salary
(Executive 2025-26 Salary Schedule).
Starting salary placement is generally at Step 1.

BENEFITS SUMMARY

Salary and benefits are competitive, initial step placement is generally \$308,888. District-financed benefits include a comprehensive health plan, dental and vision coverage for employee and dependents, and life and disability insurance for the employee.

POSITION DESCRIPTION

SJECCD is announcing the opening of the recruitment period for selection of their new president for San José City College (SJCC). This is an outstanding opportunity to lead a highly acclaimed institution and be part of the esteemed San José – Evergreen Community College District.

EMPLOYMENT START DATE

Early 2026



WHO WE ARE

ABOUT SJCC

Opening its doors in September 1921, San José City College (SJCC) was one of the first community colleges in California. SJCC has delivered its educational mission with integrity and vitality, growing into a world-class institution serving more than ten thousand students each semester.

Located in California's Silicon Valley, SJCC offers all the benefits of being close to the world's hub of technological innovation and entrepreneurship. The College currently serves San José, Milpitas, and other surrounding communities in Santa Clara County.

As a District and College, we believe educating the whole student to be the true definition of success. Student success is everyone's responsibility: classified professionals, faculty, administrators, and community. To help our students at SJCC excel in all areas of their lives, we encourage holistic self-discovery. Through this process, our students learn to collaborate, participate in responsible decision-making, and evaluate their options through an ethical lens. We believe students must have the education and skills required to help them become better individuals, employees and citizens. We infuse this belief—aligned with our vision—into all that we do.

At San José City College, we focus on assuring that our curriculum and classroom rigor always keep pace with industry. Yet, while surrounded by high-tech companies and the perceived wealth they bring to our area, we also focus our mission on those who must face each day with strength and tenacity in order to survive the challenges connected to poverty and the realities of life for the socio-economically challenged.

Institutional equity, in terms of educational achievement, is a critical value at San José City College. As such, in addition to providing educational opportunities to the under-represented and socioeconomically challenged, we also provide life-long learning opportunities that ensure that residents in our community stay competitive in this innovative society.



MISSION

The mission of San José City College is to provide student-centered and culturally responsive curriculum and services for career pathways, university transfer, and life-long learning. We strive to accomplish this by promoting an inclusive, multicultural learning community that values social justice, along with excellence in teaching and learning.

ACCREDITATION

SJCC is accredited by the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges. This accrediting body is recognized by the Council for Higher Education Accreditation and the U.S. Department of Education. SJCC's accreditation was recently reaffirmed in January 2024.



San José City College has enjoyed the support of the community since its founding in 1921.

We consistently deliver relevant career education programs, guaranteed college transfers, and life-changing educational opportunities.

SJCC AT-A-GLANCE

With diverse cultures, experiences, and aspirations, our students contribute to a rich learning environment that reflects the heart of San José.

OUR STUDENTS

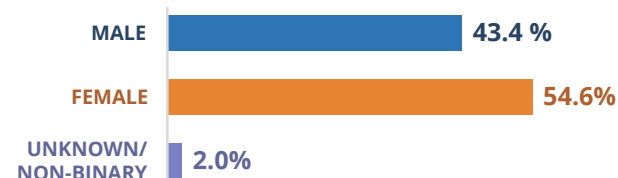
Our students come to us from all walks of life. Some are the first in their families to attend college; are single parents struggling to balance work, parenting, and education; are from outside our state or country seeking better futures for themselves and their families; or they are 4.0 high school graduates.

Regardless of their circumstances, they have chosen SJCC to help them on their educational journey. We take this responsibility seriously.

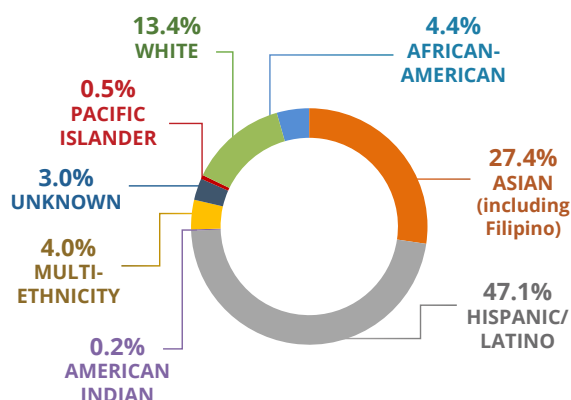


14,997 STUDENTS SERVED

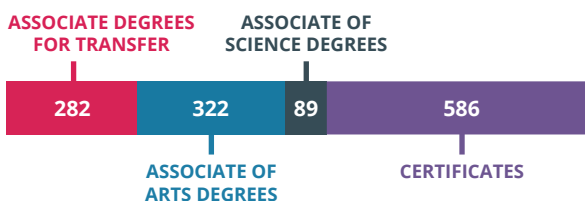
GENDER



STUDENT ETHNICITY PROFILE



1,279 TOTAL DEGREES AND CERTIFICATES AWARDED



Many of SJCC's students transfer to nearby San José State University, while others transfer throughout the California State University and University of California systems.

80+ DEGREES AND CERTIFICATE PROGRAMS

PRESIDENT PROFILE

Community, Students, Classified Staff, and Faculty expect the successful candidate to:

STUDENT SUCCESS

1. Maintain laser focus on academic programs and student services, with attention to the mental health spectrum and food and housing insecurities of our students.
2. Be visible and involved in student life, understand who SJCC students are on a holistic level and demonstrate a manner that is approachable and open-minded.

LEADERSHIP

1. Demonstrate effective communication skills.
2. Uphold strong ethical and core values and practices.
3. Promote a culture of collaboration, mutual respect, and effective working relationships across the College and within the District.
4. Demonstrate effectiveness in participatory governance where the decision-making process is collaborative, transparent and focused on college goals & objectives.
5. Create and promote a clear focus on continuous improvement of institutional effectiveness as measured by college approved metrics.

FISCAL

1. Demonstrate successful experience with college-level budgeting.
2. Demonstrate an ability to make sound financial decisions.

ADVOCACY

1. Be involved in local, state, and federal initiatives.
2. Understand the California community college policy, regulatory, legal, political, and accreditation environments.

COMMUNITY

1. Demonstrate the ability to establish meaningful relationships in the local community.
2. Be an active participant in college and community life. Create unity between campus life and the greater community.
3. Recognize and value the College's role as a contributor to local, regional, environmental, and cultural viability.
4. Understand issues from a local, diverse perspective and implement ideas that are mutually beneficial to the College and greater community.



PROFESSIONAL QUALIFICATIONS

The next President of SJCC will be a visionary leader who will build on the College's strengths and position it for future success.



FOREIGN DEGREE

For positions that require a degree or coursework:

- Degree(s) must have been awarded by a college or university accredited by an accrediting body recognized by the U.S. Council on Post-Secondary Accreditation and/or the U.S. Department of Education.
- All degrees and credits earned outside of the United States must have a U.S. evaluation (course by course) of the transcripts and must be submitted with the application.
- Degrees earned outside of the U.S. without a U.S. credential evaluation attached, will not be considered.

REQUIRED QUALIFICATIONS EDUCATION AND EXPERIENCE:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying.

A typical way to obtain the knowledge and abilities would be:

A master's degree from an accredited college or university and at least three years of senior or cabinet-level experience in higher education.

REQUIRED QUALIFICATIONS:

1. Demonstrated sensitivity, knowledge, and understanding of the diverse academic, socioeconomic, gender identity, sexual orientation, cultural, disability, and ethnic backgrounds of the students served and sensitivity to and knowledge and understanding of groups historically underrepresented, and groups who may have experienced discrimination.
2. A valid California driver's license and the ability to maintain insurability under the District's vehicle insurance program or the ability to travel to other District campuses and locations.

DESIRED QUALIFICATIONS:

1. A doctorate degree.
2. At least three years of experience working directly with students.
3. Effective leadership experience working with historically underrepresented groups and groups who may have experienced discrimination.
4. Demonstrated success integrating diversity into at least three of the major areas including supervision, evaluation, recruitment, hiring, student services, program and/or curriculum development, policies/practices, retention of women, ethnic minorities and people with disabilities, contracting, mentorship, staff development, and meaningful interaction with diverse students and other employees.
5. Extensive experience in external relations demonstrating the ability to communicate respectfully, promote and represent the College and District, develop partnerships, and effectively advocate for the College.

APPLICATION PROCESS

The position will remain open until filled. To ensure full consideration, application materials should be received no later than **October 17, 2025**.

Only complete application packets will be considered. All inquiries, nominations and applications will be held in the strictest confidence.



TO APPLY, PLEASE SUBMIT YOUR DOCUMENTS TO:

<https://sjeccd.peopleadmin.com/postings/4061>

Position #S2539

First Review Date: October 17, 2025

Open Until Filled

APPLICATION PACKET

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application that succinctly addresses background, knowledge and experiences that have prepared the candidate to serve as President of San José City College. Leadership and personal qualities and characteristics that align with the President Profile described in this position announcement. (Not to exceed 5 pages).
2. A current resume.
3. A list of references that is to include the following (at the minimum, at least one of each of the following):
 - Supervisor
 - Direct administrative report
 - Faculty member
 - Staff member
 - Student
 - Community/external agency representative

TRANSCRIPTS

Unofficial transcripts (copies) submitted with application. Upon hire the successful candidate will be required to provide official transcripts.

HIRING PROCESS TIMELINE

NOVEMBER 6 & 7, 2025:

First-round interviews with search committee (virtual).

NOVEMBER 13 & 14, 2025:

Finalist open forums (virtual, live streamed).

NOVEMBER 17 & 18, 2025:

Final interviews with Chancellor (in-person).

DECEMBER 9, 2025:

Board announces SJCC President.
Board action to approve Employment Agreement.


EARLY 2026:


New President assumes office.

For CONFIDENTIAL inquiries or further information, contact:

Mr. Stan A. Carrizosa Sr.


Community College Search Services

 (559) 740-8540


 stan.carrizosa@ccss.solutions

SJECED CONTACT

Employment Services
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 hremploymentservices@sjeccd.edu

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 www.sjeccd.edu

ABOUT SAN JOSÉ – EVERGREEN COMMUNITY COLLEGE DISTRICT

The District is represented by dedicated and talented employees who are passionate about providing our student population with the best educational experience possible. The District recognizes that cultural diversity in the academic environment promotes academic excellence; fosters cultural, racial, and human understanding; provides positive role models for all students; and creates an inclusive and supportive educational and work environment for employees, students, and the community we serve.

As of 2023-24, with enrollment of approximately 26,000 students annually and an extremely diverse student population, the District's emphasis on student success makes it a recognized educational leader in the State.

The District encourages applications from all qualified, outstanding applicants. The next SJCC President will serve as colleague to an existing group of diverse managers, supervisors, and confidential staff.

EQUAL OPPORTUNITY EMPLOYER STATEMENT

San José – Evergreen Community College District is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, gender, gender identity, religion, sexual orientation, transgender, marital status, veteran status, medical condition, and physical or mental disability consistent with applicable federal and state laws.



SJECDD CHANCELLOR

Dr. Beatriz Chaidez

SJECDD BOARD OF TRUSTEES

Mr. Tony Alexander, *Board President*
Dr. Jeffrey Lease, *Board Vice President*
Ms. Maria Fuentes, *Trustee*
Ms. Marsha Grilli, *Trustee*
Mr. Clay Hale, *Trustee*
Ms. Karen Martinez, *Trustee*
Dr. Buu Thai, *Trustee*



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