The Academy
South Bay Regional Public Safety Training

RECRUITMENT

PRESIDENT/CEO

Providing excellence and leadership in public safety training through regional and community partnerships

RECRUITMENT IN PARTNERSHIP WITH:

MRG

WE INVITE YOU TO APPLY FOR THE POSITION OF

South Bay Regional Public Safety Training Consortium President/C.E.O.

This position will be open until filled with a priority deadline at 5:00 pm on January 26, 2026. To ensure full consideration, completed application requirements should be submitted by the initial review date of no later than 5:00 pm on Monday, January 26, 2026. Applications received after this date may be reviewed at the discretion of the hiring committee.

This is an executive management position under the direction of the Governing Board of the Joint Powers Agency Consortium for seven community college districts to offer comprehensive and diverse training in public safety disciplines.

About the Position

DISTINGUISHING CHARACTERISTICS

The South Bay Regional Public Safety Training Consortium President is responsible for carrying out the purpose of the Consortium, which is to provide training and educational programs that are responsive to the needs of public safety agencies and public safety students within the region served while meeting the needs of the Consortium member colleges. Qualified candidates will have a history of leadership in equity and institutionalize the tenets of the California Community Colleges Chancellor's Office Call to Action and the Vision for Success, and continued focus and efforts toward diversity, equity, and inclusion in public safety programs. The Consortium serves approximately 190 agencies at multiple sites within the service regions extending from San Francisco to Monterey Counties. Training programs respond to the needs of a population base of more than 5 million, serving police, fire, probation, corrections, dispatch, and paramedic personnel. An adjunct faculty of more than 350 instructors present approximately 400 courses approved by college curriculum committees. Annually, 2,495 full-time equivalent students (FTEs) are served.

ESSENTIAL DUTIES

- Work directly with the Governing Board and advisory groups to develop and implement a comprehensive regional public safety training program.
- Recommend to the Governing Board areas where the Consortium could effect change and positively impact campus climate and public safety policy changes in alignment with the California Community Colleges Chancellor's Office Call to Action and Vision for Success.
- Recommend to the Governing Board the needed programs and support services.
- Prepare agenda and supporting materials for Governing Board meetings.
- Arrange for facilities for all programs and courses.

PERSONNEL MANAGEMENT/SUPERVISION

- Provide for the recruitment, employment, supervision, and evaluation of all SBRPSTC employees and independent contractors.
- Organize and lead various Consortium public safety advisory committees: i.e., law enforcement, corrections, dispatch, fire science, EMT, and paramedic programs.
- Review and approve appointment to Consortium committees.
- Contract for the hiring of instructors, other professional personnel, and support staff.
- Serve at the appeals level as a hearing officer for all student complaints and grievances.
- Make recommendations to the Governing Board regarding approval of contracts, personnel, and budget expenditures.

EXPLORE OUR ACADEMY WEBSITE

https://theacademy.ca.gov/

COORDINATION

- Serve as liaison between SBRPSTC and the State of California certifying authorities, such as the Commission on Peace Officer Standards and Training (POST), in areas of expertise, including teacher training and leadership development, as well as participating in Basic Course Consortium meetings and POST Commission meetings.
- Serve as Consortium liaison to representatives from JPA member colleges to develop, maintain, and implement a comprehensive public safety instructional program, which reflects the Consortium priorities.

COORDINATION CONTINUES

- Work directly with the Chancellor's Statewide Public Safety Advisory Committee, which includes representatives from both education and the vocational community.
- Serve as the Consortium liaison to the state legislature by attending official functions and making presentations as needed.
- Attend public-related conferences, meetings, and workshops to stay current on public safety issues.

PUBLIC RELATIONS

- Officiate at graduation ceremonies for law enforcement, corrections, dispatch, and fire academies.
- Make presentations to various colleges and community groups on behalf of the Consortium.
- Write articles and supervise preparation to promote the Consortium's purpose and activities.
- Engage in regional and state-wide conversations related to regulatory and policy changes involving training and education for current and aspiring public safety professionals.
- Develop and implement the Consortium policy that fosters and embraces DEI efforts similar to its member colleges.

BUDGET FISCAL MANAGEMENT

- Oversee the preparation and recommend the Consortium's annual operating budget for Governing Board approval.
- Develop strategies for the Consortium consistent with the Student-Centered Funding Formula.
- Ensure proper monitoring of Consortium funds and assets in cooperation with the Consortium's Director of Administrative Services.
- Assure compliance of all contractual obligations with all pertinent Federal, State, and local laws.
- Research and prepare funding proposals.
- Seek and administer grants as appropriate.
- Develop related revenue streams in support of the Consortium.

Minimum Qualifications

KNOWLEDGE, SKILLS, AND ABILITIES

- Report to a seven-member appointed board.
- Lead an organization internally and externally.
- Develop strategic and tactical planning.
- Make decisions in a collaborative environment.
- Create contract education, online, and hybrid options for training, recruit and train instructors.
- Strengthen partnerships; improve consortium and client relationships.
- Meet POST accreditation requirements.
- Provide organizational development - policies and systems.

PREFERRED QUALIFICATIONS

- Minimum of five years of progressive, full-time administrative experience at a similar level of responsibility in the discipline of public safety.
- Experience in public safety training and community college teaching.
- Supervisory and administrative experience.
- Demonstrated ability to work with individuals with diverse socio-economic and ethnic backgrounds.
- Experience in the management of budget and personnel.
- Knowledge of POST, STC, OSFM, and similar state regulatory agencies.

EDUCATION AND EXPERIENCE

- Possession of a Master's degree from an accredited institution or foreign equivalent.
- At least one year of formal training, internship, or leadership experience reasonably related to this administrative assignment.
- Sufficient public safety professional work experience (e.g., law enforcement, fire services, or corrections services)or mid-level or higher educational administrative experience, which includes some component of public safety, administration, or supervision as part of the administrative job responsibilities.

DESIRED CHARACTERISTICS

- Strong leadership skills.
- Self-starter.
- Effective communicator with individuals and the community.
- Collaborative problem solver, team builder, politically astute.
- High integrity and moral values with a commitment to the program.

Salary and benefits

Salary Range:

$204,877.00 – $215,248.00 annually, based on qualifications and experience.

The range includes progressive steps, with advancement opportunities based on performance and tenure.

Benefits:

The Consortium offers a comprehensive benefit package for employees and their dependents, including:

- 100% paid medical, dental, and vision insurance plans.
- Eligibility for Long Term Disability, Group Life, Accidental Death & Dismemberment, and Employee Assistance Program (EAP).
- Employer contributes up to a 6% match towards a 457(b) plan. (The Consortium does not participate in CalPERS or CalSTRS.).
- Competitive leave package includes 20 vacation days per year, 8 hours of sick leave accrued monthly, 6 days of paid administrative leave per year, and 19 paid holidays per year.

For additional Benefits information, see Chapter 11 of the Employee Policy Handbook.

Application Process

APPLICATION

Submit a cover letter and a complete resume that demonstrates your ability to perform the essential functions of the position.

To be considered for this position, submit the required materials by 5:00 pm on Monday, January 26, 2026, to Teri Silva at teri.silvamanagementgroup@gmail.com

IMPORTANT DATES

January 27 - January 30
- Application screening

February 2 - February 6
- Preliminary interviews (telephonic or virtual)

February 16
- Panel interviews (virtual)

March 2
- Finalist interviews with Board (in-person)

NON - DISCRIMINATION

South Bay Regional Training Consortium is an equal opportunity/ affirmative action/Title IX/Employer of Disabled, committed to hiring a diverse staff. All qualified individuals, regardless of race, color, religion, sex, sexual orientation, national origin, age, disability, military and veteran status, marital status, genetic information, pregnancy, reproductive health decisions, or any other protected status, are encouraged to apply.

If you have a verifiable disability and require accommodation to complete an application, please contact the Executive Recruiter, Teri Silva at 831-419-4684.