

WE INVITE YOU TO APPLY FOR THE POSITION OF

President & CEO

South Bay Regional Public Safety Training Consortium

This position will be open until filled with a priority application deadline at 5:00 pm on May 29, 2026. To ensure full consideration, completed application requirements should be submitted by the initial review date of no later than 12:00n on May 29, 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 six community college districts to offer comprehensive and diverse training in public safety disciplines.

ANTICIPATED EMPLOYMENT START DATE: August 2026 (negotiable).

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 supporting equity initiatives and outcomes and will institutionalize the tenets of the California Community Colleges Chancellor's Office Vision 2030, 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.

Information about SBRPSTC at: <https://theacademy.ca.gov/>.

ESSENTIAL DUTIES AND RESPONSIBILITIES

ONSITE WORK EXPECTATIONS

The position requires a significant in person, onsite presence. This is not a remote work opportunity.

GOVERNING BOARD

- 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 Vision 2030.
- Recommend to the Governing Board the needed programs and support services.
- Prepare agenda and supporting materials for Governing Board meetings.
- Lead the development of policies and procedures.

LEADERSHIP

- Strengthen partnerships and improve consortium and client relationships.
- Facilitate the development of contract education, online, and hybrid options for training.
- Develop strategic and tactical plans.
- Ensure that public safety agency certification, POST accreditation, and regulatory requirements are met.

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.
- Recruit and train instructors.

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.
- Work directly with statewide and regional Public Safety advisory groups , which include representatives from both education and industry partners.
- 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.
- Arrange for facilities for all programs and courses.

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 equity, diversity, and inclusion 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.

Position Qualifications

MINIMUM QUALIFICATIONS

The minimum qualifications for service are both of the following:

- (a) Possession of a master's degree from a college or university accredited by a regional accrediting agency recognized by the United States Department of Education; and
- (b) One year of formal training, internship, or leadership experience reasonably related to the administrator's administrative assignment.

DESIRABLE/PREFERRED QUALIFICATIONS

- Minimum of five years of progressive, full-time administrative experience at a similar level of responsibility in the discipline of public safety.
- Demonstrated experience delivering or supporting the delivery of public safety training programs
- Demonstrated experience working in education, preferably in higher education.
- Demonstrated experience with strategic planning, management of complex budgets and financial reports, accreditation, and effective communication with diverse stakeholders.
- Demonstrated experience working with Boards, leadership teams, participatory governance groups, educational partners, industry partners, legislature, community groups.
- Knowledge of Peace Officer Standards and Training (POST) requirements, California Code of Regulations Title 11 Div 2, Office of the State Fire Marshal (OSFM), California Education Code, Title 5, California Community College Chancellor's Office guidelines, and/or local, state, and federal regulations related to public safety training.
- Demonstrated experience providing leadership to diverse communities of faculty and staff in the areas of planning, implementing, and evaluating programs and services.
- Demonstrated experience hiring, supervising, developing, and evaluating employees.
- Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of students, faculty, and staff.

DESIRED CHARACTERISTICS

- Leads by example to create a climate of respect and accountability.
- Communicates regularly and effectively, providing clear rationales for decisions.
- Embraces an innovation mindset to lead during times of change.
- Consistently demonstrates integrity, transparency and honesty.
- Fosters trust by demonstrating active listening, responsiveness, and follow-through.
- Embraces collaboration, team building, and inclusive decision-making.

Salary and Benefits

SALARY RANGE:

\$204,877-\$215,248 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 and Procedures / Selection Process

Acceptance of application materials will begin on April 21, 2026. The position is open until filled and the first review date is May 29, 2026. To be included in the first review, all application materials must be submitted by 5:00 p.m. on May 29, 2026. The SBRPSTC reserves the right to cancel or postpone the recruitment at any time during the search process.

Note: Non-U.S. citizens who cannot provide evidence of authorization to work in the U.S. are ineligible for this position. The SBRPSTC does not sponsor non-U.S. citizens to work in the U.S.

Required Materials for Application:

1. Completed employment application. Click on this link and you will see an “Apply Now” button at the bottom of the page.

<https://wcl-executivesearchconsultant.applicantstack.com/x/detail/a2b2obnygfw/aa0>

Complete the application form and you will see prompts to upload the required documents listed in 2, 3, and 5.

2. A letter of interest (not to exceed 3 pages) that provides examples from your background and experience that addresses the following from this position announcement: Desirable/Preferred Qualifications, Desired Characteristics.
3. A current Résumé or CV.
4. A list of four references with email addresses and cell phone numbers for one supervisor, one direct report, one instructor, and one leader of a public safety agency or organization. These will be entered in the application form.
5. Complete transcripts of all lower division, upper division, and graduate level college/university coursework; certifications and licenses (unofficial is acceptable for application; official transcripts are required if you are selected for the position). Foreign transcripts must be evaluated for U.S. equivalency at the applicant’s expense. Transcripts become the property of the SBRPSTC and will not be returned to applicants.

IMPORTANT DATES (subject to change)

- June 1-12: Application screening
- June 24-26: First-level Interviews (in-person)
- July 13-14: Finalists interviews with Board of Directors (in-person)

Note: The SBRSTC will stress confidentiality throughout the search and selection process. Candidates are also expected to respect the confidential nature of all such processes and those involved in the search. First-level interviews and final interviews will be conducted in person. person. Candidates selected for a first-level interview will be reimbursed up to \$750 for reasonable and appropriate travel expenses. Candidates selected for a final interview will be reimbursed up to \$750 for reasonable and appropriate travel expenses. Meeting minimum qualifications does not guarantee an interview.

CANDIDATE INQUIRIES:

For additional information, confidential inquiries, and nominations, please contact:

Will Lewallen, Ph.D., Executive Search Consultant
willardclewallen@gmail.com; (831) 682-3541

EQUAL EMPLOYMENT OPPORTUNITY / NON - DISCRIMINATION STATEMENT

South Bay Regional Public Safety 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.

ADA ACCOMMODATION NOTICE

Applicants and nominees who believe they are covered under the Americans with Disabilities Act (ADA) and require accommodation during any part of the interview or selection process must submit a written request with documentation at least five business days prior to the date of need of the accommodation via e-mail to: willardclewallen@gmail.com.