



Kern Community College District
Vice President of Instruction

SALARY	\$189,299.98 - \$267,475.91 Annually	LOCATION	Bakersfield College -- Panorama Campus, CA
JOB TYPE	Management - Educational Administrator	JOB NUMBER	FY24-2501357
COLLEGE	Bakersfield College	OPENING DATE	01/28/2026

Basic Function

Bakersfield College is engaged in two senior-level leadership searches during the spring 2026 semester. Both the searches for the next president and the next vice president of instruction are underway and are being supported by ACCT. The timeline of both searches is designed to ensure the president-elect will be able to interview the finalists for the vice president of instruction. We anticipate finalist interviews for the VPI to be held on campus during the week of May 11, 2026.

Bakersfield College is a large multi-campus college that offers a wide array of associate degrees and certificates, along with two bachelor's degrees. The college enrolls over 30,000 students. BC offers a full complement of student support services, including basic needs support, academic support, and support for affinity groups, along with a variety of student clubs and organizations. Bakersfield College is part of the Kern Community College District.

The Vice President, Instruction, reports to the President of the College and is the chief instructional officer responsible for providing effective leadership and direction to all elements of college academic affairs.

Representative Duties

1. Planning, developing, and implementing innovative programs in order to provide a rich and supportive student learning environment.
2. Determination of community needs.
3. Developing policies and procedures related to academic faculty and programs.
4. Leading the educational planning processes and the maintenance of the Educational Master Plan.
5. Assessment of student learning and both program outcomes and institutional effectiveness.
6. Identifying and assisting in the acquisition of instructional resources.
7. Administration of the curriculum development, approval, and review processes.
8. Development and maintenance of partnerships with business, government agencies, high schools, other community colleges, and universities in the planning and delivery of educational programs.
9. Preparation of the class schedule, College catalog, and other publications.
10. Assignment of academic staff.
11. Enrollment management.
12. Supervising the allocation and management of instructional budgets.
13. Selection, supervision, and evaluation of administrative and support staff.
14. Academic grant prospecting, development, and management.
15. Articulation of instructional interests, achievements, and needs both within the College and to the community at large.
16. Coordination with student services programs.
17. Serve as the chief instructional officer of the College.

Minimum Qualifications

- Master's Degree from accredited college/university
- Five years of increasingly responsible college-level instructional administrative experience
- Three years of college-level teaching experience

- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, ethnic, and disability backgrounds of community college students and employees.

Desirable:

Earned Doctorate Degree

Knowledge & Abilities

Knowledge of:

- Mission of the California Community Colleges.
- Community college instructional programs, regulations, and policies.
- Principles of employer-employee relations.
- Principles of college management.

Ability to:

- Interpret laws, rules, and regulations relating to community colleges
- Formulate policies and procedures
- Manage the operation of a complex organization serving different communities over a large geographical area
- Administer complex budgets
- Manage multiple priorities and projects
- Coordinate and facilitate meetings
- Establish and maintain effective working relationships
- Understand and support the development of a learner-centered instructional program
- Provide leadership and support for faculty and administrators in the development and implementation of outstanding instructional programs and innovative approaches to successful student learning
- Effectively communicate orally and in writing
- Understand the uses of instructional and administrative technology and encourage its appropriate use
- Work collaboratively and productively with faculty, administrators, support staff, and the community.
- Effectively work within a system of participatory governance

- Effectively work with academic, occupational, developmental, and entrepreneurial programs in a multi-campus environment.
- Lead change in a productive and positive manner.
- Foster teamwork and to establish internal and external consensus.
- Effectively represent the College in the community, regionally, and statewide.
- Understand contemporary issues in higher education.

Salary

Kern Community College District Salary Schedules

MANAGEMENT, Range 022

\$189,299.98 - \$267,475.91 annually

(Maximum Entry Level Salary: \$189,299.98 annually)

Special Instructions

Complete application packets will be accepted until the position is filled. However, applications received by **March 19, 2026**, are assured consideration. The District and/or College reserves the right to extend time limits or re-initiate the recruitment/selection process at any point.

Completed application packets must include the following.

- Completed online application for employment
- Current resume
- Letter of interest (cover letter)
- List of 5 (five) professional references (entered in online application)
- Copy of legible transcripts

It is the applicant's responsibility to redact or remove any personal information from all documents prior to uploading. This includes Social Security Numbers, Date of Birth, and any photos of the applicant.

International or Foreign Degrees

Applicants with international or foreign degrees from colleges or universities outside of the United States must have their coursework evaluated by a professional association that is a member of the National Association of Credential Evaluation Services (NACES) or Academic Credentials Evaluation Institute, INC. (ACEI). A copy of the evaluation must be submitted with your online application.

Accommodations

Applicants who require reasonable accommodation to participate in the selection process should contact Human Resources to make the necessary arrangements. (See our [EEO Plan 2021-2024](#).)

Discrimination Free Work Environment

The District and College are strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District and College encourages a diverse pool of applicants and does not discriminate on the basis of national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics or any other characteristic protected by federal, state or local law, in any of its policies, procedures or practices. (See our [Discrimination Free Work Environment](#) information.)

Work Authorization

Kern Community College District does not provide sponsorship for authorization to work in the United States. Work authorization should be established at the time of application submission.

E-Verify

The Kern Community College District participates in the U.S. Department of Homeland Security's E-Verify program to verify the identity and employment eligibility of all newly hired employees. To learn more about E-Verify, please visit www.e-verify.gov.

Employer

Kern Community College District

College

Bakersfield College

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Bakersfield, California, 93305

Phone

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Website

bakersfieldcollege.edu