



## Presidential Profile – Bermuda College

The Board of Governors invites nominations and applications for the position of President of Bermuda College. The selected candidate will be the seventh president in the history of the institution.

### ABOUT THE COLLEGE

The College was created by the Parliament of Bermuda through the passage of the Bermuda College Act in 1974 with the amalgamation of three flourishing institutions: the Bermuda Technical Institute, established in 1956; the Bermuda Hotel & Catering College, established in 1965; and the Academic Sixth Form Centre, established in 1967.

Bermuda College was re-accredited by the New England Commission of Higher Education (NECHE) in 2015, and as of fall 2022 had approximately 1000 students, including the Division of Professional and Career Education registrations, approximately 604 of whom are registered in credit courses. Bermuda College offers a variety of academic, technical, and professional courses in the following Divisions: Arts & Science; Business Administration, Hospitality and Technical Education; Nursing and Allied Health and Professional and Career Education (PACE). Credit programmes lead to associate degrees, diplomas, or certificates, while the College's partnerships with external institutions provide on-Island access to undergraduate degrees, professional certifications, and designations. Bermuda College embraces the community college philosophy and is dedicated to offering the highest standards of academic and professional excellence. Currently, there are 36 full-time lecturers employed by Bermuda College.

### ABOUT BERMUDA

Bermuda is a subtropical island that comprises a total area of (53.3 sq. km) 22 square miles located in the Mid-Atlantic. The closest land mass is Cape Hatteras, North Carolina, USA, about 650 miles to the west. With a population of about 65,000, Bermuda is the oldest British Overseas Territory, founded as a colony in 1609. Bermuda is globally renowned as a centre for the insurance and reinsurance industry and is home to 30 major insurance and reinsurance firms from all over the world. The City of Hamilton is the business and retail hub. The Town of St. George, a UNESCO World Heritage Site, boasts architecture and fortifications dating back to the seventeenth century. As a preferred tourist destination for almost a century, the island is known for its beautiful pink sand beaches, exceptional weather, world-class golf, sailing, hospitality, and charm.

### PRESIDENTIAL PROFILE

The President of Bermuda College will be a thoughtful communicator and collaborator, will serve as a visible spokesperson throughout Bermuda, and will address the following opportunities and challenges:

- **Elevate** the position of the College as Bermuda's leading authority for learning, and increase enrollment by developing offerings, furthering effective and meaningful partnerships with feeder institutions, transfer partners, business and industry, and the broader community.
- **Improve** Bermuda College's financial strength while navigating a challenging economy and a declining birthrate.
- **Embrace** innovation and take strategic risks to intentionally grow Bermuda College in the face of a declining birthrate.
- **Advocate** for Bermuda College in collaboration with Bermuda College Foundation.
- **Expand** partnerships with business and industry, government entities, and educational institutions and other educational institutions.
- **Lead** an ongoing college-wide assessment to ensure that programmes and services meet Bermuda's

changing social, technological, and economic needs.

- **Collaborate** with facilities management to assess facilities in order to determine the need for repair, renovation, or repurposing.
- **Deliver** results-oriented leadership by spearheading the development of the new strategic plan, establishing academic and facilities priorities, and advancing Bermuda College's Mission, Vision, and Values.
- **Empower** and develop faculty, staff administrators and students, advance shared governance, and lead with an emphasis on collegiality and open communication among all constituents.

## **REQUIRED SKILL SETS AND PERSONAL CHARACTERISTICS**

- Expertise in increasing enrollment and providing nimble and responsive leadership to 21<sup>st</sup> century needs while championing a student-centered philosophy.
- Work collaboratively with faculty, staff, administrators, businesses, government leaders, and the broader community.
- An energetic and successful fundraiser.
- Develop new streams of revenue that align with changing workforce needs.
- A steward of the College's financial resources with experience in providing oversight and accountability for a large and complex budget.
- A dynamic leader who has experience developing new philanthropic relationships, engaging alumni, and community leaders.
- Experience with diverse populations and who possesses sensitivity to the needs of nontraditional students.
- Experience with negotiations in a collective bargaining environment.
- Experience and a commitment to shared governance.
- Competence in innovating, embracing, and advancing technology, and fostering ongoing modernization for different modalities of learning.
- Excellent listening, verbal, and written communication skills.
- Proven ability to recruit and retain quality faculty and staff and to prioritize professional development opportunities.
- Experience working with and for a governing board.
- Cultivate and maintain strong relationships, build trust, collaborate to develop shared priorities, and inspire action with all stakeholders.
- Exemplify a leadership style that has integrity as a core value.
- Deliver visionary and transformational, transparent leadership under challenging circumstances.
- The successful candidate must be accessible, fair, open, genuine, empathetic, inclusive, and strategic with respect to problem resolution.

## **MINIMUM QUALIFICATIONS**

- Five (5) years of senior level administrative leadership experience within higher education or at a comparable large, diverse, and complex organization.
- An earned doctorate from an accredited higher education institution is required.
- Demonstrated leadership experience in financial management, fundraising, strategic planning, and community relations.
- A commitment to the community college philosophy that values a balanced curriculum which embraces both academic and technological and occupational programmes.
- Demonstrated ability to anticipate and respond proactively to economic, social, demographic, and technological change while valuing Bermuda College's rich history and community traditions.
- Strength of character, intelligence, flexibility, integrity, fortitude, adaptability, honesty, openness to new ideas, and a capacity for hard work.

## **ESSENTIAL RESPONSIBILITIES**

The President of Bermuda College, as the chief executive officer responsible to the Board, is responsible for providing

educational leadership and promoting the educational effectiveness of the institution in all aspects. The following are the essential responsibilities and duties of the President:

- Reports directly to the Board. The President shall be expected to initiate and develop policies for the approval of the Board, and to delegate such responsibility as appropriate. All authority delegated to employees is delegated through the President; therefore, all authority and accountability of staff is considered by the Board to be the authority and accountability of the President.
- Participates in deliberations of the Board, and is responsible for the preparation of agendas, minutes, and reports in addition to performing any other related activities as assigned by the Board Chair.
- Supports the teaching and learning process by creating and supporting a student- centered environment while fostering academic excellence and innovation.
- Develops, organizes, and guides strategic planning on a college-wide basis for the purpose of long and short-range goal identification and achievement.
- Makes appointments, promotions, demotions, transfers, suspensions, and terminations of all employees of the College as provided by law, the policies of the College, and in accordance with the Collective Bargaining Agreement.
- Directs the preparation of an annual budget to provide for the implementation of the stated annual goals and objectives and submits the budget to the Board for approval.
- Provides sound financial management oversight and leadership regarding the finances of the College.
- Oversees negotiations and implements the Collective Bargaining Agreement for faculty and support staff.
- Represents the College when dealing with all stakeholders, including: prospective, former, and current students, government and industry stakeholders, the local community and international organizations.
- Develops appropriate relationships and partnerships with local and international organizations.
- Cultivates and maintains positive and valuable relationships with Governors, faculty, students, administrative staff, alumni, government, and members of the community.
- Expands the College's resources by being directly involved in the fundraising initiatives of the Bermuda College Foundation. This includes, but is not limited to, serving in a prominent role in order to cultivate and solicit donors, as well as serving as an ex-officio board member on the Bermuda College Foundation.
- Demonstrates commitment to the mission of public higher education, generally, and to the specific mission of Bermuda College.
- Works closely with and collaborates with the Executive and Senior Leadership Team and provides Executive Leadership in the following areas: Human Resources and Development, Communications and Marketing, and Institutional Research.

**Compensation will be competitive and will be based on experience.**