



THE 360 GROUP
— EXPECT THE UNEXPECTED —

Student Senate for California Community Colleges

Executive Director

Position Description & Candidate Profile

Executive Director

Location

Sacramento, CA

Reports to

Board of Directors

Our Client

The Student Senate for California Community Colleges (SSCCC) is proud to represent all 2.2 million California Community College students at the state level. This 501(c)(3) nonprofit organization derives its authority from Title 5, section 50002, which guarantees students “have a formal and effective means for participating in the formation of state policies that have or may have a significant impact on students.”

Three pillars of engagement guide the SSCCC:

- System Participatory Governance
- Legislative and Policy Advocacy
- Regional Support and Development

Appointed students are guided by the resolutions passed by the SSCCC Delegate Assembly, positions adopted by the student-led SSCCC Board of Directors, and by the experiences and challenges faced on their home campuses. The SSCCC participates in the California Community College system governance structures by appointing students to serve on over 25 committees, advisory groups, and task forces with administrators, faculty, and classified professionals. At base, the most important aspect of SSCCC’s work is supporting students and developing their leadership and executive skills.

The SSCCC engages year-round in California and federal legislative processes, and also interacts with other groups in the community college system, including Associated Students, faculty associations, and other college constituent groups and organizations. In the fall of each year, the Legislative Affairs Directors develop and the Board adopts the legislative priorities for the SSCCC using past priorities, resolutions passed by the Delegate Assembly, current issues, and experiences from students on local student body associations. These priorities include new

proposals for legislation and support for existing measures in the state and federal legislative processes.

Through its regional structure, the SSCCC guides engagement with the student-associated bodies in each of the 116 California community college. Ten Regional Affairs Directors work with student leaders to support and develop regions by collection, custodianship, and implementation of effective practices for students' leadership and advocacy. In addition to the 26 Board members, there are 30 additional regional officers whom the Board and staff guides. The regions also serve as a conduit through which the Board of Directors and other system partners share information about current issues and critical concerns.

Learn more about the Student Senate for California Community Colleges at <https://ssccc.org/> !

Position Responsibilities

The SSCCC seeks a new Executive Director who will be a flexible, dynamic leader with strong strategic, operational and project management skills to guide the organization in executing its mission and implementing SSCCC's policies and programs. The Executive Director will be responsible for the day-to-day operations of the organization and representing SSCCC to its Board, Regional Directors and external partners. The Executive Director is an important conduit of information about the progress and effectiveness of California community colleges, particularly from the students' vantage point. This is an exciting opportunity for an experienced, collaborative, and values-driven leader in education to proactively help shape and carry out the Board's vision.

Reporting to the Board, the new Executive Director will provide thoughtful strategic and operational leadership, promoting the fulfillment of the organization's mission. The preferred candidate will have a mix of skills, personal characteristics and motivations – drawn from experiences in higher education and/or nonprofit management – to engage, lead, manage, and advance SSCCC's initiatives, evaluation, and community engagement. Serving as SSCCC's leader, the Executive Director will build durable relationships with students, other support organizations, and the community college administration itself to inspire confidence while demonstrating superior leadership, management, and communication skills. The Executive Director will guide and partner closely with the Board and staff to achieve the organization's mission, managing the team, building the operational

infrastructure needed for success, and advancing SSCCC's priorities, programmatic goals, grantmaking, and partnerships.

The successful candidate will bring knowledge of the higher education field; be able to develop trust with an annually rotating Board and a permanent staff; understand the California community college and higher education landscape; facilitate robust and meaningful discussions; and prepare high-quality and succinct materials. The Executive Director will be responsible for providing strategic leadership to develop and deliver programs that enable the achievement of SSCCC's overall mission, developing and managing a committed and high-performing team, and effectively representing the organization. A deep understanding of young people is important, as is understanding the composition of the student bodies of California's community colleges – which also includes returning students and people seeking additional skills or those changing careers. Success in the role will also require emotional intelligence, durable relationship building, and mediation skills. Experience with systems that serve this diverse demographic group of students will be important. Additionally, governance in the field of education, seasoned nonprofit leadership, an entrepreneurial mindset, and creative thinking will serve the Executive Director well in this role. Integrity and deep commitment to the vision and priorities of the Board and a good sense of humor will also be important.

More specifically, the Executive Director's responsibilities will include:

Leadership

- In collaboration with the Board, leading vision and strategic development processes to envision the next chapter of SSCCC, ensuring that planning cycles and benchmarks are established for measuring success and impact
- Identifying and implementing a strategy to catalyze the impact of local organizations and initiatives
- Implementing and evaluating an action plan based on the approved strategic goals and opportunities
- Ensuring that all operations of the organization are carried out in accordance with applicable laws

Community Engagement

- Cultivating, building, and maintaining strong and authentic relationships with a wide range of partners and community leaders including nonprofit executives, agency, government and elected leaders as well as other funders

- Creating and maintaining strong relationships with nonprofit organizations and community leaders throughout California to understand and articulate evolving needs
- Representing SSCCC's work and that of its partners locally, regionally, and nationally at public and private events

Supporting Board Governance

- Having (or gaining) an appreciation of an annually rotating Board, as composition changes more regularly than a typical nonprofit board
- Collaborating with the Board to develop meeting agendas, and regularly providing information to the Board on activities related to the mission and progress toward strategic goals
- Providing information and recommendations to the Board for setting or revising SSCCC's vision, goals and objectives, operating policies, strategic planning and governance priorities
- Working with the Board to determine annual and long-term budgets
- Engaging with the Board effectively, both during and between meetings
- Filtering and prioritizing issues and current events to identify opportunities

Team Leadership

- Building, motivating and fostering a high-quality team and work culture
- Aligning the team around SSCCC's values and goals
- Developing, establishing and maintaining strong relationships regionally and locally
- Creating and encouraging a collegial work environment where trust, integrity and open communication are valued
- Anticipating trends and issues in nonprofit, business, society and politics as they relate to and inform SSCCC's mission
- Developing, inspiring, and providing regular feedback to a high-performing team

Profile of the Successful Candidate

The Executive Director will be a dynamic leader and effective and consistent communicator who is knowledgeable and passionate about the challenges facing a wide variety of community college students. Skills including strategic advocacy, organizational management and development, and furthering SSCCC's mission and goals will be particularly effective in the role. The successful candidate will possess proven leadership, team management, relationship management and equity

acumen. The successful candidate will be a very detail-oriented, analytical thinker skilled at using data effectively to inform decisions. The Executive Director will have a demonstrable passion for education, combined with experience in the public, private, or philanthropic sectors. The successful candidate will have strong values alignment with SSCCC and a track record that demonstrates empathy and personal and professional integrity.

More specifically, SSCCC seeks a professional who embodies the following:

- Minimum of eight to ten years of experience in a leadership role within higher education – especially community colleges – and/or nonprofit governance
- Knowledge and understanding of the California community college landscape and the nonprofit sector
- Having a keen intellect that can be brought to bear on a wide range of programmatic and organizational issues
- Astute manager with a high emotional intelligence that can oversee a team, Board and Regional Directors with care and high expectations
- Strategic thinker with the ability to unify staff and Board around a shared vision and mission
- Ability to identify, develop, and maintain strategic relationships with key stakeholders
- Analytical thinker and creative problem-solver
- Open and honest communicator and good listener who is open to input, yet holds strong convictions
- Track record as a valued advisor to leaders with the ability to influence others and take risks
- Commitment to lifelong learning and the ability to help an organization and small team learn and grow
- Persuasive written and verbal communication skills
- An inclusive, consensus-building leadership style that inspires others
- A track record of effective and judicious deployment of financial resources
- The ability to travel extensively throughout California

Start Timeframe

We seek to have someone in place by Spring 2027.

Compensation

This position offers a salary range of \$190,000 to \$210,000 and includes a comprehensive benefits package. We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Monica Rodgers, Senior Consultant or Melissa Ulum, Of Counsel. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.