President
May 2017
ABOUT JOHNSON COLLEGE

Johnson College of Technology, a private, two-year technology college in Scranton, Pennsylvania, is seeking an experienced, dedicated and strategic executive. Koya Leadership Partners, a retained executive search firm that works exclusively with the education and nonprofit sectors, has been engaged by Johnson College in the search for the new President.

Johnson College offers 14-degree programs of study in technology, health services and business fields, providing approximately 400 students a year with the technical skills and general education needed to succeed in a demanding, industry-driven world. As the only technology-driven college in the region, the College enjoys a strong relationship with area employers and offers customized job training to meet the unique needs of the region’s industries and professions. Johnson College’s strong reputation in the community has led to professional success for its graduates, with 90% of students achieving full-time employment upon graduation.

For more information, please visit: https://www.johnson.edu.
About Scranton

Scranton is the sixth largest city in Pennsylvania and situated in the Pocono Northeast region of the state. Residents enjoy the mountains and scenery with recreational activities all four seasons of the year. Driving time to New York City and Philadelphia and is just two hours.

THE OPPORTUNITY

This is an excellent opportunity for the right leader to take one of the region's well-regarded institutions to the next level. With the support of an outstanding Board of Directors, the President will represent the College to the Northeast region and to the public, serving as the face and voice of the institution to faculty, students, staff, and community members. Building on the College's strong financial and operational foundation, the President will have the robust organizational and administrative skills, business acumen, and clarity of vision to lead the College into its next chapter.

This individual will embody Johnson College's Northeastern Pennsylvania values and spirit of collegiality, seeking to collaborate with Board leadership and the school's academic leaders in advancing the
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College’s strategic goals. S/he will be a visionary leader who will harness the College’s rich tradition of innovative thinking while seeking to improve process and operations wherever possible.

In addition to overseeing the administrative and management responsibilities of the College, the President serves as the school’s chief advocate and serves as its primary visionary, responsible for:

- Representing Johnson College to the community, across the region to the broader higher education community;
- Work with the Board to continue to refine the College’s long-term goals, operations and communications planning required to effectively execute the overall strategic plan; Spearhead and provide oversight of process and guidance in completing and sustaining Johnson College’s Middle States Accreditation;
- Foster a culture of openness and collaboration between staff, faculty, the administration and the Board; providing transparent leadership, information, and support in order to enhance the governance of the College;
- In partnership with key staff and the Board, implement and accomplish the annual operating plan and annual budget of the College;
- Hire, manage, motivate, and evaluate staff and faculty while maintaining a collegial staff structure; encourage staff's desire for professional development and pursuit of rigorous standards;
- Work with staff to evaluate the day-to-day operational effectiveness of the College, and align resources to fulfill the goals outlined in the strategic plan;
- Embrace the role of primary spokesperson for College; proactively addressing community needs, including facilities, planning and student recruitment;
- Actively pursue a strategy of cultivating new sources for partnerships, student recruitment and community engagement, as well as deepening relationships with existing pipelines;
- Activate the Board of Directors in the development of deep community relationships; mentor and support the work of the Board to identify, cultivate and meet with prospective partners;
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- Continue to explore new ways to use technology and digital media in promoting Johnson College’s mission and profile;
- Develop an academic and curricular vision for the College that reflects a commitment to excellence and continued improvement;
- With the Chief Financial Officer and other staff members, actively safeguard the financial health of the institution, diligently informing the Board of any long-term considerations;

CORE COMPETENCIES

The ideal candidate will be strategic and results-driven with a significant track record of successful, progressive, and applicable experience, strong leadership skills and a sophisticated understanding of the issues affecting higher education institutions. S/he will have robust operations, administrative and finance capabilities, excellent relationship-building capabilities and impeccable oral and written communication skills.

The President will be a resourceful person with gravitas who is adept at handling conflict, building understanding, advancing ideas and inspiring trust and buy-in. A leader of natural presence, the President will be decisive, with a successful background in managing large, complex organizations undergoing systemic change, including a fluency with technology, and the ability to foresee and account for challenges that may arise.

The President will be relied upon for sound and influential decision-making abilities, an analytical mindset, flexibility, and an ability to be adaptable to shifting priorities or needs. In addition, the ideal candidate should be dedicated to the safety, personal growth and well-being of all employees and students and the overall strength of the College. With demonstrated professional and personal integrity and honesty, this leader will be a highly ethical individual with a consistent focus on the future of Johnson College. A Bachelor’s degree is required with an advanced degree or equivalent experience preferred.

In addition, ideal candidates will have the following core competencies, personal qualities and qualifications:

**Strategic Leadership:** A proven visionary, the President will be a strategic leader with at least ten years of progressive responsibility in academic and administrative roles in higher education. S/he will have demonstrated experience and accomplishments in strategic planning, curricular development, and will lead the School in alignment with the overall Strategic Plan of Johnson College. S/he will be a passionate advocate for the School and able to grow the School academically and operationally, with the ability to take risks and learn from others.

**Exceptional Communicator:** The President will be an engaged and active listener, and will be able to communicate effectively with a broad group of stakeholders and outlets, including students, staff, faculty, Board leadership, external partners in industry, the private sector, and the press. With a clear sense of fairness and equality, the President will be a leader known in the community for honesty, a sense of humor, a willingness to listen and a true colleague to students, faculty and teachers.

**Relationship Builder and Collaborator:** The President will be skilled at building and sustaining excellent relationships across all the College, including the Board and Senior Leadership. The President will be
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a proven or emergent fundraiser and have the ability to identify, build and enhance strategic industry partnerships alongside strong relationships with the external academic community. The President will partner with peer leaders and administrators at Johnson, building positive working relationships across divisions, identifying efficiencies and leveraging opportunities for the benefit of the College.

**Passion for the Mission and Industry Expertise:** The President will have a true passion, and broad knowledge and understanding of the technical college world coupled with demonstrated leadership and effectiveness in envisioning and articulating the needs of a College or similar institution. With a student-centered philosophy, a strong sense of ethics, a high degree of integrity and natural empathy for the students, this individual will have a personal commitment to the institution and will empower Johnson College’s students in their development. This individual will have a pulse on the cutting edge of the demands and trends in industry, and will be dedicated to preparing Johnson College’s students for future success in industry.

**Change Manager and Operational Experience:** The President will be an experienced leader with a background in managing significant organizational or institutional change, with a thorough, detailed and wide-ranging perspective on the impacts of these changes on the campus culture and community. With the College’s financial and personnel needs in mind, s/he will employ a comprehensive approach to forecasting progress and achieving sustainable, well-supported solutions. S/he will be agile in ambiguous situations and capable of providing stability and inspiring confidence when faced with quickly-changing circumstances, including through analysis from a budgetary perspective.
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CONTACT

Johnson College of Technology has engaged Koya Leadership Partners to help in this hire. This search is being led by Trisha Sutrisno. Please submit a compelling cover letter and resume here or email Trisha at the following:

Trisha Sutrisno
Vice President, Executive Search
tsutrisno@koyapartners.com

Johnson College of Technology does not discriminate on the basis of race, color, age, religion, national origin, ancestry, sex, sexual orientation, gender identity, disability, medical condition, pregnancy, marital status, veteran/military status, or any other characteristic protected by state or federal law in connection with admission to the school, or in the administration of any of its educational, employment, housing, financial aid, scholarship, or student activity programs. Nondiscrimination has been the policy of Johnson College of Technology since its founding. Johnson College of Technology’s policy on nondiscrimination is to comply fully with applicable state and federal law. Johnson College of Technology strongly encourages applications from people of color, persons with disabilities, women, and the LGBT community.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a national retained executive search and human capital-consulting firm that works exclusively with nonprofits and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information about Koya Leadership Partners, visit www.koyapartners.com.