



ALAMO
COLLEGES
DISTRICT

Vice Chancellor for Economic Mobility and Workforce Development

Leadership Profile

Fall 2025



Executive Summary

The Alamo Colleges District, one of the largest community college systems in the nation serving Bexar County, Texas, seeks a dynamic, collaborative and mission-driven leader to serve as its next vice chancellor for economic mobility and workforce development.

[Alamo Colleges District](#) (ACD) is the fourth largest community college district in Texas serving an eight-county region across the San Antonio metropolitan area. Alamo Colleges District is the largest provider of higher education in South Texas with more than 88,000 students across five colleges (Northeast Lakeview College, Northwest Vista College, Palo Alto College, St. Philip's College, and San Antonio College) and additional off-campus locations. From ACD's formation as a community college district in 1945 through decades of change and expansion, the District has worked to make higher education accessible and affordable for all. Today these five colleges fulfill their mission with a vast array of certificates, courses, and 2-year degrees as well as workforce-oriented bachelor's degrees. ACD credits transfer to four-year universities for those pursuing advanced degrees, workforce development, and continuing education programs to help individuals build new careers and meet the needs of regional businesses. As a Hispanic-Serving System that includes the nation's only college that is both a Historically Black College and a Hispanic-Serving Institution (St. Philips College), ACD and its local partners are committed to ending poverty, enhancing economic and social mobility, and meeting workforce demands by joining forces to help more student's complete college and obtain the necessary skills to hold high-wage and demanding jobs.

Reporting directly to [Dr. Mike Flores, Chancellor of the Alamo Colleges District](#), the vice chancellor for economic mobility and workforce development serves as the chief spokesperson on workforce development policy and programmatic issues. The vice chancellor oversees the district's regional education and training centers that provide both academic and technical education to include corporate training and strategic large grant programs, along with Adult Education & Literacy (AEL), and High Schools Equivalency (HSE). The leader assists the Alamo Colleges District divisions in developing resources necessary to implement responsible, market-driven workforce education and economic mobility programs and collaborates with county, state, city and municipal governments and economic development organizations as well as chambers of commerce and business partners, to inform ACD in current and future talent needs within the district's service region.

The new vice chancellor will join ACD during a time of significant transformation and opportunity as the District is experiencing exponential growth and has recently been [awarded a \\$987 million bond](#) which represents a major investment in the future of higher education, workforce training, and economic growth across Bexar County. The bond will fund facilities construction, renovation, and expansion to meet the region's rising educational and workforce needs. Projects include the development of new academic and workforce centers and upgrades across the district's five colleges. Thus, this an exciting moment for the incoming leader to serve as a catalyst for growth with the charge of establishing a holistic and future-focused vision for workforce development, cultivate partnerships, and drive strategies that expand economic mobility for the region.

The vice chancellor will be charged with nurturing and advancing ACD's position as a central player in the regional workforce ecosystem, facilitating pathways for students into high-demand careers and ensuring that employer needs are met through responsive education and training solutions. The new leader will both support and strengthen the District's existing workforce development programs, such as continuing education and upskilling initiatives, and spearhead new and future-focused opportunities, including short-term training programs, leveraging opportunities with upcoming workforce Pell initiatives, and innovative credentials that respond to emerging labor market trends.

In advancing this charge, the ACD community seeks a leader who will champion a district-wide holistic approach to workforce development. This involves developing comprehensive strategies that reflect a unified, aligned, and strategic approach to engaging with industry across each of the District's campuses in order to maximize the

District's collective impact. The role demands integrity, strategic acumen, collaborative leadership, and a passion for service. For the accomplished leader seeking to make a lasting impact, this is a unique and compelling opportunity to shape the future of workforce education and economic development at Alamo Colleges District.

The successful candidate for this position will be committed to ACD's mission as well as its [moonshot milestones](#) of partnering to end poverty through education and training. The leader will be energized by the District's rapid growth and momentum for the future. The community desires a leader who will bring a blend of local roots and national connections, leveraging relationships across the region and the country to advance ACD's workforce agenda. Experience navigating both local community needs and national workforce trends will position the vice chancellor to drive innovation and secure resources that benefit students, employers, and the broader community.

Job Requirements:

The next vice chancellor will possess at least seven years of leadership experience in workforce development, economic mobility, or related fields within higher education, government, or industry environments within a large complex urban setting. An earned master's degree in education, business or in a related field is required. A combination of relevant experience, education and training that equates to the required degree will be considered. An earned doctorate is preferred as is a National Association of Workforce Development Professional (NAWDP) certification. The successful candidate will possess experience establishing and leading workforce programs, forging relationships with key industry leaders and a clear portfolio of successful regional industry partnerships; demonstrated success with grant writing and resource development; and while ties to local industry, especially within San Antonio, are desired, demonstrable success in building industry relationships across diverse geographic areas will be considered.

Additionally, a record of accomplishment in an organization of similar scale and complexity is also preferred as well as demonstrated knowledge of the intertwined fields of workforce development and education; an understanding of the community college's pivotal role as the primary producer of workforce talent for local employers; and a proven record as an exceptional collaborator with the ability to advocate for the unique needs of a bilingual and multicultural community are required.

Important note: The annual salary for this role will be \$279,587.31 along with [benefits](#).

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

About Alamo Colleges District

Overview

Alamo Colleges District (ACD) is one of the largest community college systems in the nation, the fourth largest in Texas, and the largest provider of higher education in South Texas with more than 88,000 students. ACD includes Palo Alto College, Northwest Vista College, San Antonio College, St. Philip's College, Northeast Lakeview College, and off-campus locations throughout the San Antonio metropolitan area, serving an eight-county region. From ACD's formation as a community college district in 1945 through decades of change and expansion, the District has worked to make higher education accessible and affordable for all. Today these five colleges fulfill their mission with a vast array of certificates, courses, and 2-year degrees as well as workforce-oriented bachelor's degrees. ACD credits transfer to four-year universities for those pursuing advanced degrees, workforce development, and continuing education programs help individuals build new careers and meet the needs of businesses.

ACD is a Hispanic-Serving System that includes the nation's only college—St. Philip's College—that is both a Historically Black College and a Hispanic-Serving Institution. The District is the nation's third-largest producer of Hispanic nurses and is one of Texas' largest providers of online post-secondary education. A diverse international

program brings Central American teachers and those from other regions to San Antonio for advanced education while affording students and faculty the opportunity to gain the skills to work in a global economy.

ACD and its local partners are committed to ending poverty, enhancing economic and social mobility, and meeting workforce demands by joining forces to help more students complete college and obtain the necessary skills to hold high-wage and demanding jobs.

Over the past fifteen years, ACD has completed Capital Improvement Projects, which added 24 buildings and 1.3M square feet, and continues to expand facilities through generous CIP Funding.

Mission: Empowering our diverse communities for success.

Vision: The Alamo Colleges District will be the best in the nation in student success and performance excellence.

Values

- **Students First:** Prioritizing student success in all aspects.
- **Respect for All:** Treating all individuals with dignity and fairness.
- **Community Engagement:** Actively participating and collaborating with the community.
- **Collaboration:** Fostering teamwork and partnerships.
- **Can-Do Spirit:** Embracing challenges and pursuing solutions.

The Alamo Colleges District

The Alamo Colleges District want everyone to have access to college-level education – to complete associate degrees, pursue higher degrees, or advance careers. So, all colleges and programs in the district are designed to serve the people, the communities, and the businesses of San Antonio and our surrounding areas with:

- Open admissions policies.
- Small classes, allowing personalized attention.
- Affordability – plus scholarship and financial aid opportunities.
- Academic and professional excellence of faculty and staff.
- Varied programs – associate degrees, certificates, marketable skills training, etc.
- Transferable academic credits.
- Workforce programs and career curricula.
- Commitment to diversity in the traditional sense, and in thought and conversation.

Northeast Lakeview College: As one of the nation's newest community colleges, NLC currently serves approximately 6,000 students from the ten Metro Communities and northeast San Antonio – including Bexar, Comal, and Guadalupe Counties. It focuses on student success by offering associate degrees and continuing education, promoting engagement in civic activities and organizations, and encouraging participation in cultural and enrichment programs.

Northwest Vista College: Open since fall of 1995, NVC was named best community college in Texas for 2017 by bestcolleges.com. It serves over 18,000 students per semester – on its 137-acre campus, at off-site daytime and evening classroom locations, and via internet, hybrid, and weekend courses. It seeks to empower students by giving them tools to think critically, and to learn and discover on their own beyond the classroom.

Palo Alto College: Founded in 1985 to provide higher education to residents of south San Antonio, PAC is ranked in the top 1% of community colleges in the U.S. and serves more than 9,000 students. It is a recognized Hispanic-Serving Institution and has been widely honored for its strategies for student success (#32 of the top 100 associate degrees awarded to Hispanics, and an average transfer rate for Hispanic students over four times higher than the Texas average).

St. Philip's College: Originally a private Episcopal institution founded in 1898, SPC evolved into a comprehensive public community college – one noted for empowering its student population of 18,000 learners through educational achievement and career readiness. As a Historically Black College and Hispanic Serving Institution, it is a vital facet of a community rich in ethnic, cultural, and socio-economic diversity.

San Antonio College: One of the oldest community colleges in Texas, SAC was established in 1925 and has a proud tradition of producing city, state, and business leaders. It is also the largest single-campus community college in Texas. Located just north of downtown, SAC has a university-like feel, a wide range of specialized facilities and programs, and serves about 20,000 students each semester.

Awards

Alamo Colleges District is a nationally recognized community college district. ACD received the Malcolm Baldrige National Quality Award in 2018 and again in 2024, the nation's highest honor for performance excellence. In 2020, ACD won the Leah Meyer Austin Award given by the Achieving the Dream Network (ATD), recognizing the District's holistic approach to reducing equity gaps between student groups. ACD was awarded a 2023 National Bellwether Award for its off-campus work-study employment program. ACD received one of the 2024 global Best Awards from The Association of Talent Development for its excellence in fostering talent and professional development. Additionally, in 2024, ACD was recognized by ATD as a Leader College of Distinction and also received ATD's 20th Anniversary Network Legend Award. ACD also earned the Great Places to Work certification most recently in 2024. Read about the many awards and recognitions ACD has received here: [Alamo Awards](#)

Governance and ACD Organizational Chart

Alamo Colleges District is led by the chancellor (who serves as the chief executive officer) and a 9-member Board of Trustees; the members represent nine different districts in the San Antonio area and are elected by community members to serve for a term of six years. The Board acts as a committee of the whole and is comprised of eight committees: student success, building, grounds, sites selection, policy and long-range planning, audit, budget and finance, workforce, legislative, community involvement, and legal affairs. Committees provide oversight of operations in their areas of responsibility and issue guidance and direction in the form of Board policies. The Board is the final authority on all matters of governance for the organization. College presidents report to the chancellor, serve as CEOs of their college; and sit on the Strategic Leadership Team (SLT), the senior decision-making body within the organization.

The organizational chart for Alamo Colleges District can be found in Appendix B.

Leadership

Dr. Mike Flores, Chancellor of the Alamo Colleges District



Dr. Mike Flores assumed the role of chancellor of the Alamo Colleges District on Oct. 1, 2018, after unanimous vote by the Alamo Colleges District Board of Trustees. With more than 20 years of service to the Alamo Colleges District, Dr. Flores possesses the distinction of being the ninth appointed chancellor and the first Hispanic chancellor in the district's history.

Flores' moonshot vision for the Alamo Colleges District – eliminating poverty through education – is based on his personal experience as a child of migrant farmworkers who pursued education to gain economic and social mobility. As a leader, Flores supports empowering students for success through high-impact teaching and learning practices, including academic advising, early access to college through high school programs and experiential learning opportunities

through apprenticeships, internships, and volunteer experiences. Aligned with the vision for eliminating poverty, Flores has championed the launch of Student Advocacy Centers at each of the district's five colleges for students' basic needs support.

Through his leadership, the Alamo Colleges District has launched AlamoPROMISE, a tuition-free college program for graduating high school students in Bexar County and one of the most significant initiatives implemented in the region. The program has served over 16,000 students since its inception, has increased Alamo Colleges' enrollment to record numbers, and has increased the overall college-going rate in Bexar County. Flores spearheaded the launch of AlamoBOOKS+ in 2022, a groundbreaking initiative ensuring access to all required textbooks and instructional materials by the first day of class. In 2024, Flores led the district to launch AlamoU, a strategic response to offer bachelor degree programs to support the burgeoning demands of targeted industries, including nursing, operations management, cybersecurity, and cloud computing.

During his first year as chancellor in 2018, Flores led the Alamo Colleges District in its recognition as the first and only community college system in the nation to be awarded the Malcolm Baldrige National Quality Award, the nation's highest presidential honor for performance excellence through innovation, improvement, and visionary leadership. In 2024, Flores led the Alamo Colleges District to make history and became the only recipient in higher education to receive total enrollment: 78,000 students, 68% students of color; Annual all-funds operating budget: \$1 billion *Alamo Colleges District as of AY 2024-2025.

Flores is nationally known as a former coach for Achieving the Dream and as a fellow for the American Council on Education, Aspen Pahara Institute, and the Hispanic Association of Colleges and Universities. He conducted postgraduate studies at the Harvard University Institute for Educational Management and is in demand as a speaker at national higher education conferences. Flores was also awarded the Ohtli Award, one of the most prestigious awards given by the Mexican government, acknowledging his work to educate and empower Mexican and Mexican-American students. In 2023, he received the Baldrige Foundation Award for Leadership Excellence in Education.

Flores was born in Del Rio, Texas, and is a graduate of Holmes High School in San Antonio's Northside Independent School District. He holds a Ph.D. in educational administration from the University of Texas at Austin, a master's degree in political science from Illinois State University, and a bachelor's degree in political science from the University of Texas at San Antonio. He lives in central San Antonio with his wife Martha, a talented creative director and entrepreneur, and their daughters, Mara and Mia.

About ACD's Office of Economic and Workforce Development

Alamo Colleges District Office of Economic Mobility and Workforce Development provides the Alamo Colleges District with a connection to employers and our supportive communities. Key solutions and offerings include the following:

- **Alamo Adult Education:** ACD's Adult Education program is designed to assist students that may not be college-ready gain the skills needed for college training, without first completing developmental education or High School equivalency (GED). Services include individualized education and career planning, academic assessment and support, Support and guidance through training, vouchers for certification exams and career development and employment assistance.
- **Business and Industry Solutions:** When you seek to improve employee skills at your workplace or train employees for a new career, the Business and Industry Solutions team holds the key to your success. Our Business and Industry Solutions team offers tailored workforce solutions designed to meet both your immediate and long-term needs. Whether you're seeking to recruit top talent or enhance the skills of your current workforce, we will create and deliver a customized plan to support your goals. Additionally, we'll explore available funding opportunities to help offset your costs. Services include customized training to

upskill a workforce, industry and employer assessments, industry certifications, finding talent, leverage funding and access to grant funding, and flexible training options. Included is the [Alamo Colleges Technical Institute \(ACTI\)](#), offered through the Workforce Center of Excellence (WCOE), provides innovative programs designed to expand your skills, boost your career potential, and prepare you for the demands of today's workforce.

The [Business and Industry Solutions](#) team offers customized training solutions for organizations across the Alamo Colleges District service area. We encourage everyone to benefit from our training regardless of their college education or work experience. Enrollment is easy and hassle-free; no placement exams or TSI tests are required to begin workforce training. Industry areas include: [Business & Entrepreneurship](#), [Health & Biosciences](#), [Manufacturing and Logistics](#), [Education](#), [Science and Technology](#), [Self-Paced Courses](#) and [Mental Health and First Aid](#).

- **[Continuing Education](#)**: The Alamo Colleges Continuing Education (CE) Division offers Accelerated Industry Skills Training for Job & Educational Advancement. This includes non-degree courses, certificates, and industry-specific certifications that help students start preparing today.

Continuing Education offers customized and emerging occupational training, Occupational Skills Awards, and articulations that path into Academic Credit Hours for certificates and degrees, known as CE-2-Credit.

- **[Educator Preparation Program \(EPP\)](#)**: The Alamo Colleges Educator Preparation Program (ACEPP) is designed to offer individuals who currently hold a bachelor's degree a route to obtaining teacher certification. ACEPP is approved by the State Board for Educator Certification (SBEC) and is [accredited](#). The program consists of 322 hours of coursework and either a one school year PAID Internship or a 75-day Clinical Teaching experience.
- **[Experiential Learning](#)**: Experiential Learning includes Community-Based Work Study, internships, and career prep; all areas connect education with hands-on experience. Workplace learning is the process of exploring career fields through paid employment at non-profit, business, research, or government sites. At the Alamo Colleges, students can gain career-relevant skills, knowledge, and experience through various experiential learning opportunities that occur outside of the classroom.
- **[International Programs](#)**: The Alamo Colleges District Office of International Programs is committed to providing opportunities to experience diverse cultural perspectives and develop global competence.

The mission of the Office of International Programs is to serve and support our students, faculty, staff, community, and international partners by fostering international education activities and events, and state-of-the-art workforce training. We strive to strengthen the relevance and value of international education to enhance the internationalization of the Colleges. The global heartbeat of our organization includes Study Abroad, International Studies, and Training & Development.

San Antonio, Texas

San Antonio was the fastest-growing city in the nation in 2023 and had a population of almost 1.5 million as of July 2023. The greater San Antonio metropolitan area has a population of 2.5 million and hosts a colorful blend of cultures—Tejano, Mexican, Irish, German, Czechoslovakian, and many more. Approximately 64% of San Antonio residents are Hispanic or Latino and many are Spanish-speaking or bilingual, preserving the unique historical atmosphere of this fabulous city.

The city is rich in history and cultural diversity and is a popular tourist destination. Founded in 1718 as a Spanish mission and colonial outpost, San Antonio was the first chartered civil settlement in Texas in 1731 and is the



state's oldest municipality. Cultural attractions include the River Walk, the Tower of the Americas, the Alamo Bowl, and the historic Alamo Mission.

As home to one of the largest concentrations of military bases in the United States, San Antonio is known as Military City USA. The city has the largest single installation within the United States Department of Defense (DOD), Joint Base San Antonio, which also houses the largest medical center for the DOD.

San Antonio has a strong and vibrant economy, supported by consistent commercial and residential growth. The city boasts spectacular parks and green spaces, festive seasonal events, and magnificent dining, entertainment, and sporting events.

San Antonio's cost of living makes it a very affordable city. According to PayScale, San Antonio, Texas's overall cost of living is 8% lower than the national average, housing expenses are 20% lower, utilities are 11% lower and groceries are 11% lower than the national average. In addition, Texas has no individual state income tax. More information about San Antonio, Texas can be found [here](#).

Role of the Vice Chancellor for Economic Mobility and Workforce Development

Reporting directly to the chancellor, the vice chancellor for economic mobility and workforce development is responsible for guiding the strategic direction and operational management of the district's Office of Economic Mobility and Workforce Development. Serving as the chief spokesperson on workforce development policy and programmatic issues, the vice chancellor oversees the district's regional education and training centers that provide both academic and technical education to include corporate training and strategic large grant programs, along with Adult Education & Literacy (AEL), and High Schools Equivalency (HSE).

The leader assists the Alamo Colleges District divisions in developing resources necessary to implement responsible, market-driven workforce education and economic mobility programs and collaborates with county, state, city and municipal governments and economic development organizations as well as chambers of commerce and business partners, to inform ACD in current and future talent needs within the district's service region. Additionally, the vice chancellor oversees the development and execution of international education and large grant initiatives, positioning ACD at the forefront of global workforce development and educational excellence.

Key responsibilities include but are not limited to the following:

- Provides leadership for the ACD on district economic development strategies, activities, programs, and services; serve as the ACD's liaison to area economic development initiatives and organizations.
- Provides workforce education leadership for the ACD and colleges through the establishment of workforce education programs. Works with colleges, program, and business advisory committees to implement or improve priority professional, technical and workforce education programs.
- Serves as a strategic partner to design, develop, and implement innovative approaches for the ACD to enhance its impact in deploying economic mobility strategies.
- Represents the ACD and chancellor on national, state, and local workforce committees and organizations; deliver presentations, compose reports and actively participates.
- Possesses the ability to assess the market landscape, regional trends, and stakeholder needs to identify new opportunities for the ACD to develop meaningful programs and research and manage teams to deliver against that vision.
- Manages priority ACD workforce development programs.
- Collaborates with the colleges and community organizations, including national, state, and local economic development organizations, chambers of commerce, county and city trade professional associations to achieve district strategies.
- Oversees international education, corporate training, and strategic large grant programs. Oversees the strategic planning, development, and execution of Alamo Colleges District's (ACD) international programs and initiatives to position ACD as a leader in global education, fostering excellence in international teaching, learning, and international workforce development.
- Oversees global engagement and learning opportunities in pursuit of both student and exchange/university partnerships and instructional professional development improvements across the globe.
- Serves as a key partner and contributor to major programs such as [Ready to Work - SA](#), [Bellwether](#) and [Texas Workforce Commission Adult Education & Literacy](#) grant and pursues such partnerships and grants to improve the district's services to the colleges and community.
- Oversees AmeriCorps and work-based service programs that consist of both students and public participants as outlined by various grant/program requirements.
- Oversees corporate training to increase services to employers and provide short term incumbent worker training and organizational development for clients.

Opportunities and Expectations

The role of vice chancellor for economic mobility and workforce development at Alamo Colleges District represents a transformative opportunity for an accomplished, strategic, and visionary leader to shape the future of workforce development for the region. This leader will be entrusted with advancing the District's mission by aligning workforce initiatives with industry needs, fostering partnerships, and ensuring that ACD remains at the forefront of economic mobility and workforce innovation. The vice chancellor will play a pivotal role in driving

student and community success, advancing ACD's position as a leader in workforce education and economic development. In addition, the vice chancellor will be expected to lead in the following areas:

Advance a Holistic and Future-Focused Strategy

The vice chancellor will be charged with nurturing and advancing ACD's position as a central player in the regional workforce ecosystem, facilitating pathways for students into high-demand careers and ensuring that employer needs are met through responsive education and training solutions. The new leader will both support and strengthen the District's existing workforce development programs, such as continuing education and upskilling initiatives, and spearhead new and future-focused opportunities, including short-term training programs, leveraging opportunities with upcoming workforce Pell initiatives, and innovative credentials that respond to emerging labor market trends.

In advancing this charge, the ACD community seeks a leader who will champion a district-wide holistic approach to workforce development. This involves developing comprehensive strategies that reflect a unified, aligned, and strategic approach to engaging with industry across each of the District's campuses in order to maximize the District's collective impact. Collaboration with campus presidents and ACD leadership is



essential to ensure the alignment of workforce initiatives with institutional priorities and community needs. By capitalizing on both established and future-oriented workforce development opportunities, serving as a partner to campus presidents and the community, the vice chancellor will not only deliver on this charge but will ensure ACD is agile and responsive to the needs of the market and of the community.

An area of particular opportunity on the horizon for the new vice chancellor in advancing an aligned and integrated approach to engaging externally will be the continued development and elevation of the [Alamo Colleges Technical Institute \(ACTI\)](#) brand, positioning it as a premier provider of technical and workforce education. This includes exploring and pursuing accreditation opportunities that enhance the Institute's credibility, visibility, and ability to serve students and employers effectively. Strategic brand building will help distinguish ACD in a competitive landscape and attract new partners and resources.

The ideal candidate will possess a deep understanding of labor market dynamics and economic development and bring a blend of local roots and national connections, leveraging relationships across the region and the country to advance ACD's workforce agenda. Experience navigating both local community needs and national workforce trends will position the vice chancellor to drive innovation and secure resources that benefit students, employers, and the broader community.

Strengthen and Advance Engagement with Community Partners

The vice chancellor will serve as the chief architect of ACD's employer engagement strategy, cultivating robust partnerships with regional employers, workforce boards, economic development entities, and community organizations. This requires a leader who will proactively identify and build new partnerships and opportunities while strengthening collaborations with key partners such as partners, such as [Greater SATX Regional Economic Partnership](#); [Greater San Antonio Chamber of Commerce](#); the Workforce Development leadership of the City of San Antonio with the [San Antonio Ready to Work](#) partnership; [ToyotaTexas](#); [Texas FAME](#); [Norton Rose & Fulbright](#), among many other others, to ensure ACD's programs are aligned with local and regional workforce demands. Just as critical will be the ability to integrate into employer and regional communities in order to build upon existing partnerships and to develop new and emerging opportunities with perspective employers and partners.

Success in this role requires exceptional relationship management skills. Close collaboration with the District's Chief Legislative, Industry and External Relations Officer and the ability to negotiate, communicate effectively, and build trust across a diverse range of stakeholders is essential. As a result, this leader will ensure that ACD's workforce offerings are relevant, forward-looking, and positioned to drive regional economic growth.

Assess and Enhance Divisional Structure, Systems, and Processes

The next vice chancellor will have the opportunity to assess and refine the current Office of Economic Mobility and Workforce Development organizational structure, capabilities, and systems ensuring they are responsive to changing economic and labor market demands and to align resources, policies, and processes with ACD's strategic goals and the needs of the regional economy. This includes evaluating existing capabilities of the team, assessing existing programs, identifying gaps, and recommending innovative approaches to meet the evolving needs of students and employers.

The leader must be adept at strategic planning, systems thinking, and change management, bringing fresh ideas and a willingness to challenge the status quo for the benefit of the District and its stakeholders. The vice chancellor will facilitate strategic conversations, share data-driven insights, and foster a culture of innovation and continuous improvement across all workforce development efforts. Prior experience with staff development, mentorship and a record of leading a high-performing and strategically aligned team will be critical to the new leader's success.

Establish a Reputation as a Trusted Partner

The vice chancellor will collaborate closely with campus presidents, executive leadership, and internal teams to advance shared goals. Externally, the leader will represent ACD to employers, community partners, and public agencies, cultivating relationships that enhance the District's influence and impact. Clear, frequent, and authentic communication will be key to building trust and advancing the District's workforce mission.

The vice chancellor must possess a reputation as a leader with impeccable integrity and demonstrate unwavering ethical standards, transparency, and accountability in all interactions. By leveraging industry expertise and building authentic relationships with campus presidents, community partners and constituencies, this leader will enhance ACD's reputation as a trusted partner in workforce development.

Professional Qualifications and Personal Qualities

Education and Certification

- An earned a master's degree in education, business, or in a related field or a combination of relevant experience, education and training that equates to the required degree will be considered. An earned doctorate is preferred.
- Certification from the National Association of Workforce Development Professional (NAWDP) is desired.

Experience

- Minimum of seven years of leadership experience in workforce development, economic mobility, or related fields within higher education, government, or industry environments within a large complex urban setting.
- Experience establishing and leading workforce programs, forging relationships with key industry leaders and a clear portfolio of successful industry partnerships.
- Demonstrated success with regional partnerships, grant leadership, and resource development. Ties to local industry, especially within San Antonio, or demonstrable success in building industry relationships across diverse geographic areas are preferred.
- Experience in forming effective partnerships, whether public-private, public-public, private-private and/or civic-public collaboration(s) to advance workforce an economic development.
- Experience with program planning, implementation and monitoring; leading and managing complex initiatives in higher education or industry settings; experience with strategic planning and quality management principles and systems.
- Experience in constituency management and proven ability to navigate complex organizations.

Knowledge

- A strong grasp of the intertwined fields of workforce development and education is required, along with an understanding of the community college's pivotal role as the primary producer of workforce talent for local employers.
- Depth of knowledge regarding state and federal workforce policies, state allocations, community college systems, and labor market trends, labor market information data systems.
- Familiarity with associated laws and regulations of the Department of Labor, Texas Higher Education Coordinating Board, and AWS local workforce education.
- Understanding of workforce education credit and non-credit delivery systems; grant resource development; DACUM (Developing A Curriculum process) and industry profiling systems; and lecture competency module development process.

Commitment to Mission

- A deep resonance with and eagerness to embrace Alamo Colleges District's mission to empower its diverse communities for success.

- A passion for a student-centered environment where opportunity, inclusiveness, and student success are highly valued.
- A demonstrable commitment to the mission of economic mobility and workforce planning, and an eagerness to embrace the role of the community college in driving career outcomes for students.

Dynamic and Adaptive Leadership

- A reputation as an adaptive, accessible, and solution-oriented leader committed to making principle-based decisions with integrity and transparency.
- The ability to model both comfort and skill in pivoting and moving quickly in a dynamic environment.
- The ability to coalesce institutional priorities and achieve transformative results, especially in close working partnership with campus partners.
- Politically astute and experience in working with federal, state, and local government entities and their employees.

Management

- Demonstrated success in managing strategically, decisively, and empathetically across complex environments, groups, programs, and operations.
- Proven record as an exceptional collaborator with the ability to advocate for the unique needs of a bilingual and multicultural community.
- The ability to inspire and effectively supervise others, plan and organize work, partner with colleagues across the District, and make decisions aligned with ACD's priorities.

Fiscal Acumen

- Evidence of data driven decision making and comfortable with gathering, analyzing, and presenting data in ways that translate complex information into compelling narratives for diverse audiences.
- Understanding of financial dynamics of community colleges, including cost-per-student models and the importance of advocating for funding allocations that align with employer needs. Familiarity with higher education budget management and administration desired.

Communication Skills

- Exceptional communication skills rooted in transparency and honesty, including listening and working collaboratively with senior leadership as well as partners across the district community and industry partners.
- Able to synthesize and present complex data to non-technical audiences, respond to inquiries with grace and finesse, and build strong, effective relationships with internal and external partners.
- The capacity to formulate, articulate, and galvanize a wide range of audiences around a shared vision, guiding decision making, and critical operations.

Collaboration

- Evidence of strong interpersonal skills and an ability to establish effective working relationships with faculty, staff, students, community partners and other internal and external constituents with the ability to advocate for the unique needs of a bilingual and multicultural community.

- Demonstrated willingness to gather input, meet students and stakeholders where they are, and understand multiple lanes of service delivery.
- Demonstrated success in team building, conflict resolution, and negotiation with internal and external parties.
- A strong and informed commitment to collaboration, discussion, and solutions, and the capacity to serve as a key adviser and thought partner with the chancellor, district leadership, and college presidents with the attendant skills of a trusted and additive contributor to the overall leadership of the District.

Personal Qualities

- A demonstrated confidence and ability as a nimble senior leader with the humility to be an effective part of a collaborative and collegial senior leadership team.
- The ability to listen and hear ideas and thoughts from a variety of interested parties and partners and to integrate the thinking and views of others into one's own.
- High levels of emotional intelligence and political acumen coupled with strong skills in negotiation.
- Approachable, humble, respectful, fair, ethical, and an empathetic listener capable of fostering a family-oriented environment for employees.



Procedure for Candidacy

[WittKieffer](#) is assisting Alamo Colleges District in this search. Nominations and applications will be accepted until this position is filled, but expeditious application is encouraged. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

Nominations, inquiries, and application materials can be directed to:

Jen Meyers Pickard, Ph.D., Sarah Palmer, and Julia Bradley

AlamoDistrictCollegesVCEMWD@wittkieffer.com

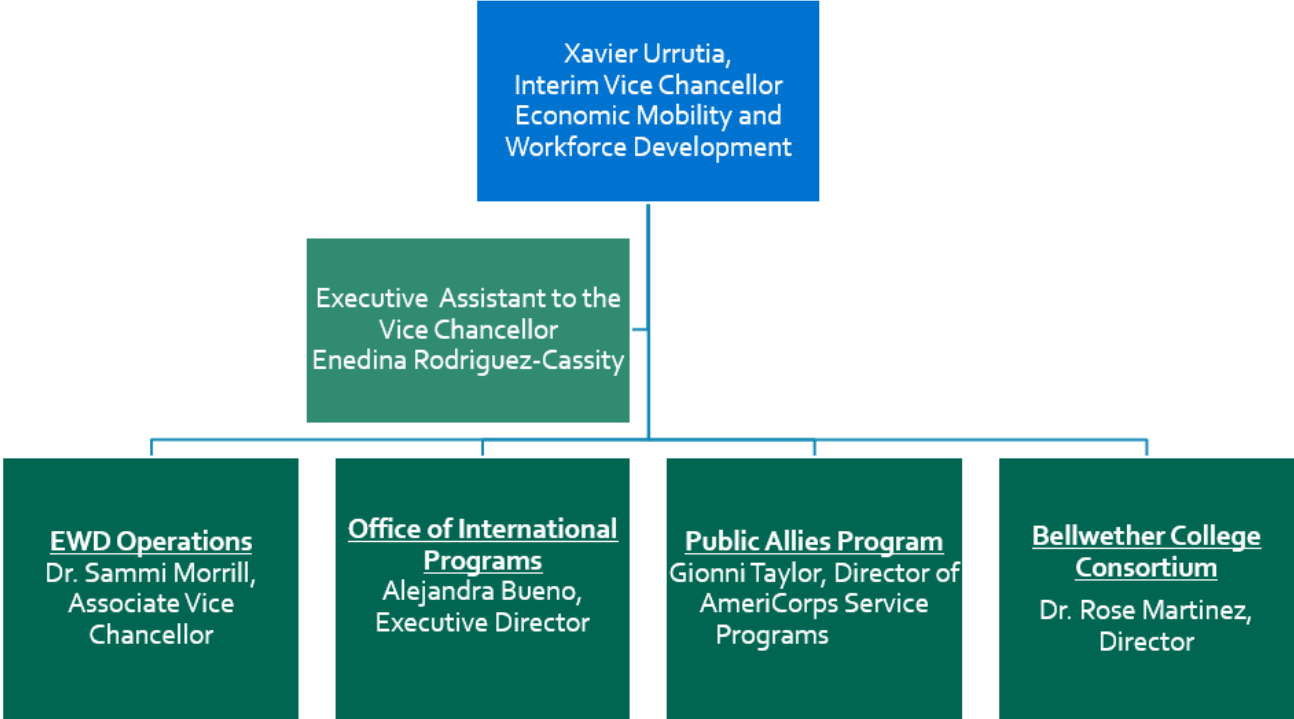
Compensation Information: The annual salary for this role will be \$279,587.31 along with [benefits](#).

Alamo Colleges is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.

Appendix A: Organizational Chart for the Office of the Vice Chancellor for Economic Mobility and Workforce Development



Economic Mobility and Workforce Development (EMWD) Organizational Chart



Appendix B: Organizational Chart for the Alamo Colleges District

