Presidential Search

Lakes Region Community College (LRCC), one of seven public colleges that form the Community College System of New Hampshire (CCSNH), seeks a passionate, dynamic, engaging, and learning centered leader to serve as its next President.

The successful candidate will possess a demonstrated ability to identify strategic goals, effectively communicate them, and translate them into action in support of institutional mission and consistent with organizational values. The President will engage the community to ensure that college programs are responsive to student and community needs and provide real economic value to students. The President will be an effective contributor to CCSNH’s collaborative efforts that optimize learning opportunities and capitalize on shared expertise across the System.

The Position: The President plays a prominent, visible leadership role within the college and throughout the community, representing both LRCC and CCSNH with integrity and accountability. Reporting to the Chancellor of the CCSNH, the President oversees the programs and operations of LRCC and the management of institutional resources.

The President will be collaborative and engaged, inspiring faculty, staff, students, and other stakeholders to work together to improve educational outcomes and to support student success and the mission of the college. The President will be an empathetic but decisive leader, capable of innovation and managing change where necessary in a manner that respects the LRCC community’s many stakeholders. The President will empower employees and foster an organizational culture that embraces collaboration, trust, and respect, building upon the strong sense of institutional pride that already exists at LRCC. The President, along with the LRCC Advisory Board, will continue to hone the strategic vision for the college by actively listening to and involving students, faculty, staff, and other stakeholders.

The President will also work closely with the CCSNH Chancellor, Board of Trustees, and the Senior Leadership Team to respond to the state’s evolving needs for an educated workforce, ensuring responsive alignment with local needs, while coordinating with other institutions in the System to capitalize on synergies and to achieve broader objectives on behalf of the State.

The President will support inclusive and data-informed decision-making with a consistent focus on improving student outcomes and institutional performance. As an external advocate, the President will work to raise the profile and visibility of LRCC as a comprehensive community college that serves the Lakes Region’s many communities, strengthening the college's presence as an integral and accessible community resource. As part of this work, the President will develop and sustain partnerships, promote community college higher education, serve as a resource on policy matters related to postsecondary education, workforce development, and opportunity, and build strong working relationships with other organizations including educational and governmental partners as well as business and industry partners.

The President will work to ensure that LRCC remains financially sustainable, responsibly managing LRCC’s operating budget and actively working to diversify revenue sources to support programs that respond to regional priorities as well as with CCSNH’s broader statewide access mission. In addition, the President will work with the Foundation for New Hampshire Community Colleges to encourage philanthropy and corporate sponsorships by engaging with individuals and organizations that represent the area’s businesses, industries, and public-sector enterprises. The President, along with the Foundation, will also encourage and foster an active alumni association and build a culture of philanthropic support among LRCC alumni.

LRCC.edu - 379 Belmont Rd. Laconia, NH 03246 - 603-524-3207
A key responsibility of this position, as with all presidential positions within CCSNH, is to actively and constructively contribute to CCSNH’s statewide mission, working collaboratively with others to support strategic initiatives that expand access to high-quality postsecondary educational opportunities for all New Hampshire residents and contribute to systemwide efficiencies that are essential to maintaining CCSNH’s affordability. To this end, the President of LRCC will work closely with the CCSNH’s Chancellor, Senior Leadership Team, and Board of Trustees, as well as other stakeholders to ensure that CCSNH is optimizing its service to the State of New Hampshire.

**The Institution:** Lakes Region Community College is accredited by the New England Commission of Higher Education (NECHE), formerly the Commission on Institutions of Higher Education of the New England Association of Schools and Colleges (NEASC). Located in Laconia, LRCC educates students primarily from Belknap, Carroll, Grafton, and Merrimack counties and is one of three rural community colleges that serve the northern part of the state. As the College’s name indicates, this is a region of incredible natural beauty, and one of the area’s largest industries is hospitality and tourism. Healthcare, social assistance, and manufacturing represent other important economic sectors. The College enrolls approximately 500 matriculated students, and offers a personalized education with an 8:1 student to faculty ratio.

Founded in 1967 and originally named “New Hampshire Vocational Institute-Laconia”, LRCC’s identity has long been grounded in the trades. Popular and long-standing programs include Fire Science, Automotive Technologies, Culinary Arts, Electrical degree and certificate programs. Today, LRCC is a small, student-centered, comprehensive community college whose identity reflects the complex and dynamic nature of the communities we serve.

In keeping with its mission, LRCC has prioritized responding to the needs of its communities and employer partners. During the last five years, several exciting curricular changes have been made. Computer Information Systems and General Studies (now Interdisciplinary Studies) were redesigned and allow flexible and customizable plans that better serve student and industry needs. A new Paramedic certificate program, which enrolled its first class in 2022, was created to fill a gap in local training options for emergency medical services. Partnerships are also central to the work of the College. Lakes Region Community College and Concord Hospital-Laconia have a long history of collaboration that has been largely centered around the College’s Nursing program, which was re-accredited by the Accreditation Commission for Education in Nursing (ACEN) in 2022.

LRCC continues to actively collaborate with and support local K-12 partners. The Running Start, E-Start and Early College programs enable local high school students to access college coursework in numerous content areas at a reduced cost. Enrollment in these programs has grown over time, from 714 students in 2020 to 983 students in 2022, an increase of 37.6%.

Also central to LRCC’s mission is a commitment to student success. As an open-access institution, we enroll students from a variety of backgrounds—with some students enrolling immediately after high school graduation and others returning to college after time away from school. LRCC has invested in technologies like EAB Navigate, and has embraced new models and initiatives, including pro-active advising and a Gateway Program, to ensure that all students have the tools to succeed. Although LRCC has grown into a comprehensive community college it remains a small student-centered institution reflecting the communities we serve. We embrace our future as a center of innovation and an economic engine for our community. LRCC has well-established and strong relationships with our community partners and continues to develop new relationships within our Workforce Development program.

**The System:** The College is part of the Community College System of New Hampshire (CCSNH), which is composed of seven community colleges. CCSNH is led by a Board of Trustees, the Chancellor, and the Senior Leadership Team (comprised of the executive team of the System and the presidents of the seven community colleges). CCSNH offers more than 250 associate degree programs, short-term certificate programs, and specialized training programs. Each college is served by its own president and has its own college advisory board. CCSNH is a vital civic and economic engine for the state of New Hampshire with an operating budget of approximately $120 million. Through its seven independent colleges and their affiliated academic centers, CCSNH provides educational access and opportunity for roughly 22,000 learners annually throughout the state and has a current full-time equivalent enrollment of approximately 7,200 students. System colleges employ approximately 1,400 full and part-time faculty and staff.
Qualifications:
Candidates for the position should have a track record of success in education, community relations, strategic planning, finance, and administration. Experience working in large, complex organizations is helpful. Experience working in educational settings, with a demonstrated understanding of academic and expressive freedoms, and an appreciation for the role of shared governance, are preferred qualifications. The ideal candidate will demonstrate accountability for the responsibilities of an educator and a public servant, with a dedication to serving community and a commitment to the mission of community colleges. Strong analytic and communication skills and the ability to be a respectful manager, a strong advocate for students, and a convincing, credible leader of an institution dedicated to serving the educational and workforce needs of the community are essential. The President must also be effective at managing change, understanding that postsecondary education is continuously assessing and adapting to the evolving needs of students and of the communities that we serve. The President must be able to articulate a vision, to educate, and to successfully engage stakeholders in support of LRCC’s mission. A master's degree from an accredited institution is required; an earned terminal degree is preferred.

Location: Lakes Region Community College is located in the scenic Lakes Region in Central New Hampshire. Our small rural college setting connects our neighbors across a vast geographic area of lakes, mountains and an abundance of year-round activities. LRCC serves a vibrant tourism industry as well as manufacturing, small businesses, retail and industry. The State of New Hampshire encompasses diverse geography stretching from the White Mountains and the Canadian border in the North to the suburbs of Boston in the South, and it enjoys four distinct seasons. Bordered on the east and west by Maine and Vermont, respectively, the state has a sizable rural population as well as small but cosmopolitan cities such as Manchester, Nashua, Portsmouth, and Concord. The state is home to approximately 1.3 million residents. New Hampshire is notable for its strong civic culture, as well as for the high quality of life it affords its citizens. The state is routinely ranked as the "most livable state" in the country, owing to its impressive natural beauty, various recreational and cultural opportunities, and other quality-of-life indicators. The state has a strong culture of independence exemplified by the official motto, "Live free or die." The state levies no personal income tax or general sales tax. The state also holds a special place in the national and international consciousness for its quadrennial “first in the nation” presidential primary. New Hampshire residents take their civic responsibility seriously, and the level of engagement is impressive. The citizenry prides itself on being both broadminded and practical. The size of the state along with the culture creates an environment that is uncommon in the United States. Citizens are on a first name basis with their elected officials and civic leaders. State-wide offices, including the governorship, are contested every two years. The bicameral legislative body, called the general court, consists of the house of representatives and the senate. The house of representatives is the fourth-largest legislative body in the English-speaking world, with 400 members. The Senate has 24 members. New Hampshire is a state that both enables and demands a high level of personal engagement of its civic leaders.

Application:
Interested candidates should submit an application online at https://www.lrcc.edu/about/employment-opportunities/. If you have questions please email LRCCpresident@ccsnh.edu. To make a nomination, please send via email to the email address listed above. The first review of candidates will begin shortly after March 4, 2024, and first-round interviews will commence thereafter.

CCSNH shall provide equal opportunity to employees and applicants for employment without regard to race, creed, color, religion, national or ethnic origin, age, sex, sexual orientation, gender identity and expression, physical or mental disability, genetic information, law enforcement, military, veteran, or marital status. Services provided by LRCC are compliant with Title II of the Americans With Disabilities Act. Individuals who need auxiliary aids for effective communication in services are invited to make their needs and preferences known to us. Contact Human Resources at 603-342-3003 for special assistance with all employment related topics. TDD Access: Relay NH 800-735-2964.