



## **President – Fort Hays Tech | Northwest**

Job Advertisement – March 2025

### **Position Overview**

The President serves as the Chief Executive Officer of Fort Hays Tech | Northwest and reports directly to the President of Fort Hays State University. The President of Fort Hays Tech | Northwest consults with the Area Advisory Board and leads monthly board meetings. This role requires dynamic, forward-thinking leadership to drive student success, institutional excellence, and community engagement. The President of Fort Hays Tech | Northwest is responsible for overseeing all college employees and operations, and ensuring compliance with the laws of the State of Kansas and all applicable policies and procedures.

### **Key Responsibilities**

#### ***Leadership & Administration***

- Provide strategic vision and leadership to fulfill the college's mission and long-term goals, advising the FHSU president on Fort Hays Tech | Northwest matters and serving on the FHSU president's senior leadership team.
- Articulate and advance the partnership between Fort Hays State University, Fort Hays Tech | Northwest, and Fort Hays Tech | North Central, and provide leadership to achieve the affiliation's goals.
- Implement and uphold policies and procedures while ensuring operational excellence.
- Make recommendations on hiring, promotions, and personnel changes, ensuring a high-performing team.
- Represent and advocate for the college with state, regional, and national educational agencies, including but not limited to the Kansas Board of Regents.
- Foster a positive organizational culture and collaborative and supportive environment for faculty, staff, and students.
- Continually advocate for the college with community members, state legislators, and federal congressional delegates.

#### ***Financial & Strategic Planning***

- Develop and submit the annual budget for approval by Fort Hays State University and the Kansas Board of Regents.
- Oversee financial planning, ensuring responsible fiscal management and investment of excess funds.

- Lead long-term planning for facilities, curriculum, and technology to support institutional growth. Ensure the adoption and integration of new technologies in academic programs and operations to enhance learning and improve efficiency.
- Identify and secure strategic funding to further the mission of the college.
- Develop and implement strategic plans that align with college, community, and industry needs.

### ***Community & Public Engagement***

- Serve as the primary spokesperson for the college, engaging with media, public officials, and community leaders.
- Strengthen partnerships with businesses, industries, and local organizations to enhance technical education.
- Actively seek community input on educational priorities and workforce development needs.

### ***Institutional Excellence***

- Drive accreditation efforts and ensure continuous compliance with standards. Work to promote student outcomes.
- Promote innovative educational practices that enhance student learning, enthusiasm, inclusiveness, and outcomes.
- Supervise faculty and staff and support professional development opportunities.
- Cultivate a culture of high performance, accountability, and student-centered learning.
- Oversee strategies to attract and retain students, including marketing efforts, recruitment practices, and support services.

### **Required Qualifications**

#### ***Education & Experience***

- Master's degree or higher in Education (or a related field).
- Previous experience in technical education administration (preferred).

#### ***Knowledge & Skills***

- Deep understanding of technical education, fiscal management, funding models, and state/federal regulations and applicable policies and procedures.
- Exceptional communication skills to engage with students, faculty, and stakeholders.
- Strong leadership qualities, including integrity, vision, and adaptability.
- Ability to build and sustain business and industry partnerships.
- Commitment to student success and institutional excellence.

This position requires a dedicated leader who is ready to take Fort Hays Tech | Northwest into the future with innovation, energy, and strategic vision.

## **ADDITIONAL INFORMATION**

Requires working nights and weekends, as well as travel.

You can find additional information about Fort Hays Tech | Northwest at the following website:  
[Home - Fort Hays Tech | Northwest](#).

**Appointment Date:** Anticipated June 2025

**Application Deadline:** Review of applications will begin by April 20<sup>th</sup> and continue until the position is filled.

**Salary:** Salary is commensurate with qualifications and experience.

**Benefits:** Competitive benefit package <http://www.fhsu.edu/humanresourceoffice/Prospective-Employees/>

**Application Process:** To apply for this position, please submit the required application documents to Joseph Bain, Search Chair, at [jbbain@fhsu.edu](mailto:jbbain@fhsu.edu). Only electronic applications will be accepted.

**Required Application Documents:** Interested candidates should submit a cover letter, resume, and the names, addresses, phone numbers and email addresses for four current professional references. In your cover letter, please provide detailed examples illustrating your qualifications, skills, and experiences that position you to succeed in this role. Applicant documents should be submitted in one PDF.

If you have questions regarding the position, please contact:

Joseph Bain  
FHSU General Counsel and Search Committee Chair  
Email: [jbbain@fhsu.edu](mailto:jbbain@fhsu.edu)  
Phone: (785) 628-5679

## **About Fort Hays Tech | Northwest**

Founded in 1964, Fort Hays Tech | Northwest, is among the most successful two-year colleges in the nation. Based on IPEDS data that evaluates nearly 900 two-year public higher education institutions, the college is a perennial top 25 in graduation and success rates. Few other colleges are as successful as Fort Hays Tech | Northwest in helping students through their journey from orientation to graduation. FHNW offers technical certificates, Associate of Applied Science degrees, and numerous short-term certifications. The college's 18 technical programs are designed to meet the needs of employers across the college's 17-county service area.

Enrollment has continued to climb with the on-campus student body drawing nearly 400 students. As we look out into communities in the area, an additional 450 high school students are taking college credits while they finish their high school diploma. In addition to the number of students the college serves, it generates an estimated \$12 million in annual economic impact, making it among the most significant economic drivers of the local economy.

Business and industry have always been the driving force behind the story of FHNW, and the college continues to experience incredible demand for skilled and educated workers. This environment creates numerous job opportunities for graduates resulting in several decades during which nearly every program at the college has consistently experienced over 95% job placement.

In 2024, following final approval from the Higher Learning Commission, Fort Hays Tech | Northwest joined Fort Hays State University and Fort Hays Tech | North Central in an official affiliation. The affiliation of the three institutions was a voluntary and highly innovative process initiated by the three presidents to address the challenges facing rural Kansas. The affiliation is creating new academic pathways for technical college students, expanded opportunities for university students to add technical courses to their skillset, and an increased regional focus on the needs of our communities and the businesses who call those communities home.

### **Community of Goodland**

Like many cities, Goodland can trace its roots to the historic rise of the American railroad system. The community exploded onto the scene in the 1880's when the Rock Island Railroad set up a permanent shipping station in the young community. Flash forward nearly a century and a half later, and the community still has a strong rail presence that underpins a thriving, and expansive, agricultural sector.

Today, Goodland is home to over 3,500 people, a strong school district, and a pace of life that allows for a remarkable work/life balance. The community is seeing a resurgence in business growth and expansion within its beautiful and historic downtown district, and exciting ongoing development in outdoor recreational opportunities. Focused economic development efforts throughout the county have resulted in the ongoing attraction of new industry to the area – many of whom are partnered with the college. Candidates considering life in Goodland will find a very welcoming city, a renewed focus on growth, and a community that is hungry for people to plug in and get involved.

You can find additional information about Goodland, and Sherman County, Kansas, [here](#).

**Notice of Non-discrimination** – Fort Hays State University is an Equal Opportunity Employer and does not discriminate on the basis of gender, race, religion, national origin, color, age, marital status, sexual orientation, genetic information, disability or veteran status.

**Background Check:** Final candidate will have consented to and successfully completed a criminal background check.

**Notice to KPERS retirees applying for a position:** Recent legislation changes working-after-retirement rules for both you and your employer if you go back to work for a KPERS employer. Please contact your KPERS representative or [www.kpers.org](http://www.kpers.org) for further information on how this might affect you.