PROFILE OF THE BTVI PRESIDENT

Position Requirements

The President will have the enviable opportunity to build on the nationwide excellent record of success of BTVI. As the central point of contact for private or public industry seeking information, resources and solutions for workforce training, the President will be the embodiment of the principles and core values of BTVI.

Reporting directly to the BTVI Board, the President must appreciate the unique role played by a national institution in a developing society, including the special structural relationship between BTVI and the government, the expectations that the public and the government have of BTVI, and the implications of those expectations in terms of the institution’s response consistent with the needs of The Bahamas and the role of individuals and the nation in a global economy.

The President must be a creative person with the ability to provide moral and intellectual leadership on campus, who builds a competent and responsive team of faculty and staff and who understands and supports the needs of a diverse student body.

The President must provide leadership and coordination for all aspects of the country’s workforce inclusive of instructional and economic development initiatives. S/he must be the primary point of contact for global, regional and national companies seeking technical training services in The Bahamas.

The President must be both personally competent and capable of developing new programs which align BTVI’s academic and technical education curricula with business and industry needs and standards. S/he must also be a person who is accountable for developing programs and implementing partnerships with industry for an expanding Bahamian economy.
Candidate Requirements

The Search Committee recognizes that no one candidate for President is likely to meet all the following qualifications and criteria in equal measure. Nevertheless, the following qualifications and criteria are desirable and will be used when considering candidates for the position.

EDUCATION AND QUALIFICATIONS

The ideal candidate:

• Will preferably possess an earned terminal degree from a recognized and accredited institution of higher learning;

• Will have at least seven years of senior leadership/administrative experience in progressively more responsible positions, with a strong record of achievement, preferably having achieved this experience in an institution of higher education.

All applicants should be familiar with educational systems in the British Commonwealth (including The Bahamas and the Caribbean) and in North America.

LEADERSHIP EXPERIENCE

The ideal candidate will be:

• a person of impeccable integrity;

• a transformational leader, adaptive and able to lead people through change, and to develop and implement strategic plans;

• a visionary and strategic leader capable of examining and understanding the workforce demands and demographics of The Bahamas, including the importance of creating jobs within the entire archipelago.
• a person who will serve as a champion of partnerships, understanding and navigating the needs of multiple constituency groups, developing strong, collaborative relationships with other leaders within The Bahamas, including the country’s school districts and major employers;

• a person who will create pathways for post-secondary persons by developing programs of higher education, especially those who require customized training and certification for job readiness and placement;

• a person who will provide leadership for online training where appropriate and educational programs for the country’s employers and employees, and will explore opportunities to assist corporations with overseas on-site training;

• people-centered with outstanding interpersonal and communication skills who demonstrates an ability to develop strategic partnerships;

• a person with a genuine interest in students, who will seek their input, listen to and address their concerns, and have a willingness to participate in their events;

• a proven leader and skilled manager with an inclusive leadership style who will empower faculty, staff and students to think and act creatively;

• a person to inspire trust and confidence, while building consensus within the institution;

• a person who can interact effectively with organizations as the public face and voice of the institution internally and externally, promoting the institution, acting as the advocate for its mission to drive national development, and attracting needed resources and

• a persuasive leader who will work with the office of Fund Development, staff and alumni in the cultivation of donors and the growth of the Endowment Fund;
PROFESSIONAL EXPERIENCE

The ideal candidate will have proven experience:

• of strong financial management and budgeting skills, with an astute understanding of institutional finances and the relationships between technical priorities and budgeting, or their equivalent elsewhere;

• of success in attracting significant revenue through private partnerships, innovation and fundraising;

• in a complex, a multi-site, multi-stakeholder organization;

• with open and online distance learning and

• with the ability to work effectively and collaboratively with people of diverse backgrounds and interests.

INSTITUTIONAL EXPECTATIONS

The President will:

• Implement the institute’s Strategic Plan;

• Develop a Strategic Five-Year Business Plan for the institute;

• Implement a system of shared collegial governance;

• Promote community knowledge of the institute’s story and ongoing developments at the institution;

• Develop and implement a robust Quality Assurance Initiative;

• Promote, Foster and Position the institute to contribute towards nation building;

• Partner with the Ministry of Education in promoting the social responsibility of higher education in the country;

• Improve and modernize student services;

• Embrace and support student government, clubs and organizations and overall enhancing of student life,
• Actively work with the Alumni to realize the institute’s goals;
• Work to develop graduates who meet industry standards and expectations;
• Develop BTVI into a full-fledged technical institution of excellence;
• Promote inclusion of the Family Islands in institutional activities;
• Continue the Accreditation Process, leading to Accreditation with the National Accreditation and Equivalency Council (NAECOB);
• Promote staff and faculty training and
• Enhance relationships with the Professional Advisory Committees (PAC).

EXTERNAL/INTERNATIONAL RELATIONS

The ideal candidate will:
• Have a global vision for BTVI and will gain the support of diverse constituents locally, nationally and internationally;
• Be comfortable in taking on a high profile role in the community and in presenting opportunities for community leaders to contribute as volunteers and donors to the institute;
• Have a real desire to be a part of the campus and local community, with an appreciation of and for the lifestyle and culture of the area and
• Build outreach to similar partners in other countries for exchange and collaboration.
THE PROCESS OF CANDIDACY

The Advisory Search Committee will begin to evaluate the applicant pool immediately and will continue until the role is successfully filled.

The application deadline is 23rd August, 2019, and candidates should submit all relevant materials by that date in order to ensure fullest consideration.

Short-listed candidates will be invited by the Search Committee to visit BTVI and meet with stakeholders.

All applications will be held in the strictest confidence.

It is projected that the new President commences work by the end of 2019.

A completed application will include an up-to-date comprehensive resumé or portfolio, (including evidence of nationality and date of birth), along with a letter addressing the issues and criteria included in the Profile of the President: Candidate Requirements as set out above.

To expedite the appointment procedure, applicants are advised to request five (5) references sent under confidential cover, marked Private & Confidential, directly to the address listed below without waiting to be contacted by BTVI.

Please visit the BTVI website at www.btvi.edu.bs for the Presidential Profile and more information about the institution.

Applications should be forwarded in confidence by sealed confidential cover, marked Private & Confidential, to:

The Presidential Search Committee
BTVI
P. O. Box N-4934
Nassau Campus,
Nassau, N.P., The Bahamas
Telephone: 1-242-502-6304

Hand delivered and courier applications should be delivered to The BTVI Board Secretary's Office,
BTVI, Nassau Campus, Old Trail Road, Nassau, Bahamas

OR

Electronic applications may be sent to the Chairperson at:
btvipresidentialsearch2019@gmail.com