



COLLEGE OF MARIN
invites applications for the position of:

**Fire Technology/EMT Instructor - FT
Tenure-track (In Person)**

SALARY: \$68,288.00 - \$117,363.00 Annually
OPENING DATE: 09/29/22
CLOSING DATE: 10/25/22 11:59 PM
DESCRIPTION:

PRIORITY SCREENING DATE: October 25, 2022

All application materials must be received by the Priority Screening Date in order to be considered during the initial screening. Applications received after this date may be considered thereafter at the discretion of the College until the position is filled.

This position performs its duties primarily on the Indian Valley (Novato) campus, so if not already residing within the Bay Area, the successful candidate must be willing to relocate.

Please review the Required Application Documents section below to ensure that you are attaching everything required.

COVID Announcement:

Due to COVID-19 applicants should be prepared that, if selected to interview for a position at the College, interviews may be held remotely.

To Apply: <http://jobs.marin.edu>

College of Marin's Fire Technology program offers the following courses and certificate programs:

Fire Technology:

*FIRE 110 - Introduction to Fire Technology
FIRE 255 - Wildland Fire Fighting*

Emergency Medical Responder (EMR):

FIRE 215 - Advanced First Aid/First Responder

Emergency Medical Technician (EMT):

*FIRE 112 - Emergency Medical Technician 1
FIRE 120A - Emergency Medical Technician-1 Refresher A
FIRE 120B - Emergency Medical Technician-1 Refresher B*

The Emergency Medical Technician Training Course certificate meets the requirements of the California Health and Safety Code for basic EMT-1 training, approved by Marin County Emergency Medical Service Agency. The official EMT-1 Certificate is issued by the National Registry of Emergency Medical Technicians. The students have two years from the time of the class completion to apply and test for the National Registry.

College of Marin is looking for Full-time Faculty who:

1. Advocate for students and have a student-centered approach to education;
2. Have the ability to inspire intellectual curiosity and academic excellence in their students;
3. Have a commitment to equity and social justice;
4. Have experience/commitment to educating basic skills, ESL, generation 1.5 students, underrepresented minorities, students with disabilities, and veterans;
5. Are willing to learn/use best practices and innovative pedagogies such as learning communities, and contextualized or collaborative learning;
6. Are committed to maximizing effective uses of technology in their teaching both in class or through distance education;
7. Are willing to work collaboratively and contribute to a collegial culture of professional excellence;
8. Have experience teaching, training, coaching and/or mentoring others.

DIVERSITY STATEMENT

College of Marin strives to embrace diversity in all forms; it strives to be an inclusive community that fosters an open, enlightened and productive environment and demonstrates sensitivity to and respect for a diverse population.

COM serves a county population of approximately 250,000 residents. Based on 2020-2021 academic year credit enrollment data, the diversity of students at the college includes greater representation than the county with regards to enrollment by Hispanic/Latino (30% of enrollment), Asian (7%), Black/African American (3%), and Multi-racial (6%) students.

College of Marin is an equal opportunity employer and does not discriminate in employment on the basis of, or perception of, race, ethnic group identification, ancestry, color, religion, age, sex, national origin, sexual orientation, physical disability, mental disability, gender, gender identity, gender expression, marital status, medical condition, genetic information, genetic condition, status as a veteran, and is subject to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as amended, Civil Rights Act of 1991, Americans With Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. In accordance with Executive Order 11246 (as amended), COM is an Equal Opportunity Employer.

FOREIGN DEGREE HOLDERS

Applicants Who Hold Degrees Obtained Outside the U.S.: Please see the Foreign Degree Holder section below to ensure that you are attaching a foreign credential evaluation if necessary.

ONLINE INSTRUCTION

All faculty members must be available to provide instruction in the classroom, in person. Please note that the College does not offer online-only teaching assignments.

ESSENTIAL FUNCTIONS:

Provide effective classroom and laboratory instruction using methods and materials appropriate to the subject matter.

Prepare and evaluate all class assignments and examinations.

Advise, assist and evaluate student performance and learning outcomes.

Participate in program activities including curriculum development, evaluation and decision-making, program planning, new teaching and learning methods, and technological enhancements, and resource development.

Contribute to development of program policies and procedures.

Lead and participate in regular industry advisory committees.

Collaborate and consult with industry and other external partners to support program compliance, growth, and innovation.

Participate in college professional or shared governance committees and in departmental activities such as maintaining course outlines, program review, student learning outcomes assessment, other curricular development, etc.

Support student success outside the classroom by advising students on academic and career matters; assisting in outreach and articulation with high schools, four-year colleges and universities; and/or connecting to appropriate resources.

Maintain and post office hours.

Maintain and submit accurate student records in a timely manner as required.

Work with peers in higher education, and where appropriate, business and industry to maintain currency of instructional programs.

Maintain currency and knowledge in assigned area of responsibility and participate in professional development, including FLEX obligations.

Maintain appropriate standards of professional conduct and ethics.

May serve as program coordinator, the duties of which include, but are not limited to:

- Administer all elements required to support the delivery, growth, and success of the Fire Technology/EMT training program and related courses.
- Coordinate with the Department Chair and Dean on program assessment.
- Provide leadership and recommendations for programmatic courses of action including: community partnerships, program specialty additions or revisions, including certificates and degrees.
- Coordinate all clinical and field activities related to the course.
- Assure all aspects of the Fire Technology/EMT training program are in compliance and ensure program maintains standards of excellence that support student success.
- Support development of fiscal budget, locate vendors, evaluate and determine supplies & equipment needs.
- Maintain program-required subject-area competency and credentials and ensure continued compliance for all program faculty.
- Participate in selection of qualified faculty for the program.
- Coordinate at least one annual advisory committee, including agenda and material preparation in partnership with the Dean and Career Education staff.
- Assist with recruitment of students for the program.
- Assist the Program Administrator of Allied Health with scheduling process.
- Mentor and orient new and existing faculty.
- Participate in grants and project proposals.

REQUIREMENTS & DESIRABLES:

REQUIREMENTS

1. Any Bachelor's degree and two years of professional experience in the field **OR** any Associate's degree and six years of professional experience in the field; **and**
2. Current, valid California State Fire Marshal certifications for Firefighter I, Firefighter II; **and**
3. Current, valid certification as a California State Fire Training (SFT) Instructor in the subject that will be taught; **and**
4. Background in fire suppression; **and**
5. The equivalent*; **and**

6. Demonstrated sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, disability and ethnic backgrounds of community college students and the campus community.

**If you feel that you qualify under equivalency, please provide the basis for this claim in your application where indicated (in the Agency Questions section) and submit supporting evidence where applicable (as an attachment). (Copies of applicable transcripts must accompany your application and all foreign credentials must be accompanied by a Foreign Credential Evaluation in order for equivalency to be determined.)*

DESIRABLE QUALIFICATIONS

- A Bachelor's degree in Fire Technology, Fire Science, Public Administration, or Forest Management.
- Certification as a California Fire Officer and/or Chief Officer.
- Five (5) years of experience as a professional firefighter.
- An understanding of the National Wildfire Coordinating Group (NWCG) certification system. California Fire Service Training and Education System (CFSTES) Certification and Fire Service Training and Education Program (F-STEP) programs and related regulations.
- Successful full-time, paid experience in the Fire Service as a Company Officer or higher.
- Excellence in teaching (enthusiasm, knowledge of subject matter, student motivational skills, diverse teaching methods to address a variety of learning styles).
- Ability to communicate clearly with a diverse community, both orally and in writing.

KNOWLEDGE, SKILLS AND ABILITIES (Desirable Attributes & Skills)

Beyond the Minimum Qualifications, the following teaching competencies are desirable:

- Classroom experience in the discipline.
- Expertise in Fire Technology/EMT.
- Competencies in curriculum and course development, teaching and learning theory, information resources, and assessing student learning outcomes; and, assisting students to develop critical thinking skills.
- Familiarity with and willingness and ability to use multiple teaching methods, including computer-based learning.
- Ability and enthusiasm to use teaching methods to engage students and encourage them to be motivated self-learners.
- Knowledge, training and experience with online pedagogy and technology.
- Interest in and/or ability to use relevant and modern technology in the classroom, including videoconferencing and on-line instruction.
- Commitment to the teaching profession, its goals and ideals, and enthusiasm for the mission of the College of Marin.
- Understanding equity as the recognition of historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities
- Understanding of contemporary equity and diversity concepts and issues in a community college setting.
- Experience in developing equity focused practices and educational programming/curriculum with and for diverse student populations.
- Evidence of commitment to professional growth and service which may include, but is not limited to, membership in professional organizations, presenting workshops, attending conferences or training, development of curriculum and instructional materials, membership in school/college committees or production of classroom-based research.
- Ability to communicate and collaborate effectively and professionally with the campus community.

CONDITIONS OF EMPLOYMENT

Prior to employment, the selected candidate will be required to complete the following:

1. In accordance with Federal Law all employees must provide proof of eligibility to work in the United States.
2. Criminal Justice/Fingerprint Clearance.

3. To ensure compliance with the substance abuse and background screening policies of the District's allied health care facilities and hospitals, post-offer, pre-employment drug screening and background checks may be conducted. Thereafter, health sciences faculty members shall be subject to drug testing and background screening in accordance with clinical affiliate agreements, which may vary by site.
4. COVID-19 Vaccination Status: All employees new to the District who access campuses or other District facilities, and/or participate in off-site work in-person for the District, must be fully vaccinated against COVID-19, prior to employment unless approved as exempt due to verified medical or religious reasons (as defined in federal or state laws and regulations).
5. California Education Code, Section 87408.6 requires persons employed by a community college in an academic or classified position to submit to a TB risk assessment developed by CDPH and CTCA and, if risk factors are present, an examination to determine that he or she is free of infectious TB; initially upon hire and every four years thereafter.
6. Certificated candidates who have not previously been employed in an academic position in California will be required to provide a medical certificate from a licensed physician showing that the candidate is free from any communicable disease unfitting the candidate to instruct or associate with students. The medical exam shall have been conducted not more than six months before submission of the certificate and shall be at the expense of the candidate. (Ed. Code Section 87408)
7. DISASTER SERVICE WORKERS: All Marin Community College District (MCCD) employees are designated Disaster Service Workers through state and local law ([California Government Code Section 3100-3109](#)). Employment with the MCCD requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency. For more information, please see the [MCCD Emergency Operations Plan](#).
8. Candidates applying for positions with the Marin Community College District may be disqualified from consideration should their conviction history not meet the standards established under the California Education Code.

REQUIRED APPLICATION DOCUMENTS

The following documents must be attached to your application in order to render it complete. Use the Attachment Type indicated in parentheses when making your attachments.

1. Cover Letter (cover letter)
2. Resume (resume)
3. Complete copy of transcript conferring Bachelor's and/or Associate's degree (transcript).
If you hold both degrees, please attach both transcripts, and if you hold additional degrees, please attach the transcripts for those as well.
4. Copy of Firefighter certification (license)
5. Copy of current State Fire Instructor (SFT) certification (license)
6. **STATEMENT** - Please provide a response to the following prompt (one page maximum; other):

College of Marin serves an increasingly diverse student body and is committed to equity-minded, innovative instruction that supports each student's ability to reach their academic and career goals. Please discuss the equity-minded approaches you take and methods you use in a learning or training environment to ensure your students/recruits feel included, engaged, challenged, and supported.

FOREIGN DEGREE HOLDERS:

Where applicable, foreign degree credentials must be evaluated by a third party to determine the equivalent U.S. degree and major. **Please review the following points carefully to determine whether you must submit a Foreign Credential Evaluation (FCE) with your application.**

Evaluations should provide the name of the institution attended, a description of your credentials, the major of study, and the U.S. equivalent for each credential. For a list of evaluating agencies, visit the [State of California Commission on Teacher Credentialing](#).

- If you satisfy the minimum educational requirement with a degree that was granted in the U.S., but your previous degree(s) was obtained from a foreign institution, you do not need to attach a Foreign Credential Evaluation (FCE) for your previous degree(s). You must,

however, attach a copy of a (translated) transcript for the previous degree. For additional clarification of acceptable transcripts, please contact [Human Resources](#).

- If your degree that satisfies the minimum educational requirement was obtained from a foreign institution, you must submit an FCE for that degree and any other foreign degrees leading up to it.
- If you are asserting equivalence (see [Minimum Qualifications for Faculty/Administrators](#) on the Human Resources web site) because your degree does not specifically match the minimum educational requirements as listed and any of your degrees was obtained outside the U.S., you must attach an FCE for your foreign degree(s).

SUPPLEMENTAL & SALARY INFORMATION:

WORK SCHEDULE

This is a full-time, tenure-track position. The teaching assignment could include day, evening, and weekend classes on the Indian Valley (Novato) campus, Kentfield campus, online or other off-campus sites.

BARGAINING UNIT & RETIREMENT PLAN

UPM – Full-time Faculty:

Employees in this position classification are represented by the United Professors of Marin (UPM/AFT 1610). Faculty members are required to comply fully with the United Professors of Marin Collective Bargaining Agreement, including payment of union dues or charitable contributions. General information regarding rights and responsibilities under the Agreement can be found in the [Collective Bargaining Agreements](#) section of our Human Resources site. Full-time UPM employees are also members of the California State Teachers' Retirement System (CalSTRS).

SALARY INFORMATION

FLSA Status: Exempt

Please refer to the [United Professors of Marin \(UPM/AFT\)](#) salary schedule on our Human Resources web site for salary schedules. Step 14 is the highest entering step for permanent teachers new to the District. Salary placement is non-negotiable and is dependent upon verified background and experience.

SELECTION PROCESS

Applications must include the documents listed in the Required Application Documents section to be rendered complete; incomplete applications will not be accepted. Once a screening has taken place, applicants will be notified of their status. Applicants selected to interview will be contacted to schedule an interview appointment with the screening committee, and those who are forwarded by the committee following the first interview will be invited for a second interview.

Regrettably, College of Marin is not able to offer reimbursement for travel or relocation at this time.

College of Marin does not discriminate in employment on the basis of, or perception of, race, ethnic group identification, ancestry, color, religion, age, sex, national origin, sexual orientation, physical disability, mental disability, gender, gender identity, gender expression, marital status, medical condition, pregnancy, genetic information, family and medical care leave, military or veteran status, or prior record of arrest or conviction, and is subject to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 as amended, Civil Rights Act of 1991, Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. In accordance with Executive order 11246 (as amended), the College of Marin is an EQUAL OPPORTUNITY EMPLOYER.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://jobs.marin.edu>

835 College Avenue
Kentfield, CA 94904
415-485-9340

hrjobs@marin.edu

Position #2012-00609
FIRE TECHNOLOGY/EMT INSTRUCTOR - FT TENURE-TRACK
(IN PERSON)
KG

Fire Technology/EMT Instructor - FT Tenure-track (In Person) Supplemental Questionnaire

- * 1. This position requires attaching a statement in response to a specific prompt in Item #5 of the Required Application Documents section, under the "Requirements & Desirables" heading. Before you confirm your application, please make sure that you have read and understand this section of the posting and that you have attached your statement in the Add Attachments section of your application. Incomplete applications will not be considered. Checking 'Yes' indicates that you have read and understand these requirements.

Yes No

* Required Question