



VACANCY ANNOUNCEMENT

Position Title: Faculty-Construction Trades

Position #: TBA

Position Status: Full-Time (9 months)

Reports To: Department Chair of Career and Technical Education

DUTIES AND RESPONSIBILITIES:

The Construction Trades Faculty member is responsible for providing high-quality instruction in assigned construction trades courses, including carpentry, electrical wiring, plumbing, and other general building disciplines. Utilize a variety of teaching methods and delivery formats to promote student success. Foster a positive, inclusive learning environment while maintaining professional relationships with students and colleagues. Communicate course expectations through a well-developed syllabus, use effective instructional materials, and assess student progress in alignment with College policies. Maintain availability for student support and actively contribute to recruitment and outreach efforts. Continuously evaluate and enhance student learning outcomes and program effectiveness to meet evolving industry and professional standards.

Within the scope of college policies and procedures, this position:

1. Deliver instruction in construction trades courses, including carpentry and other general construction topics, in both classroom and laboratory settings.
2. Facilitate student learning through established instructional standards and diverse teaching methods, including in-person, hybrid, and other alternative delivery formats as needed.
3. Prepare and maintain accurate course materials, including syllabi, assessments, instructional records, and student progress reports, in alignment with college policies.
4. Evaluate student performance using clearly defined learning outcomes and support student success through academic advising, career guidance, and referrals to appropriate support services.
5. Participate in program and curriculum development by updating course outlines, selecting instructional materials, and incorporating input from program advisory boards and industry partners.
6. Lead and coordinate advisory committee efforts by scheduling and conducting meetings, documenting feedback, and implementing industry-informed recommendations for program improvement.
7. Maintain tools, equipment, and lab facilities in compliance with safety standards and inventory requirements, while supporting the acquisition and use of new instructional materials.
8. Assist in managing program budgets, including general operating funds and grant-funded projects, to ensure responsible use of resources.
9. Collaborate with high school partners, local employers, and community organizations to support student recruitment and work-based learning opportunities.
10. Support compliance with state and federal Career and Technical Education (CTE) requirements, including participation in program reviews and documentation of program quality measures.

11. Serve as an active faculty member by attending departmental and college-wide meetings, participating in committees, and contributing to institutional goals related to teaching, service, and continuous improvement.
12. Maintain appropriate credentials and participate in professional development activities to remain current in both instructional methods and construction industry practices.
13. **Work Environment:** Work is primarily performed in a classroom, laboratory, or job site setting under limited supervision. Incumbents may be exposed to electrical, mechanical, and chemical hazards.
14. **Physical Requirements:** Essential functions of this position require: manual dexterity, ability to communicate, lifting, kneeling, squatting, climbing, crawling, stooping, turning/twisting, balancing, reaching and handling with varying frequencies.
15. **Heavy work:** Occasional lifting and carrying objects up to 75 pounds, Frequent lifting and carrying, pushing, or pulling objects weighing up to 50 pounds; and/or continuous lifting, carrying, pushing, or pulling 10-20 pounds.
16. Other duties as assigned.

**This position is currently supported by external grant funding through June 30, 2027. Renewal of the position is dependent on the availability of future funding.*

This position may require additional duty days in response to program needs, special projects, and grant-related responsibilities. If additional duty days are assigned, a supplemental contract will be provided to compensate for the extra time.

Contact Human Resources for a complete job description.

MINIMUM QUALIFICATIONS:

- Associate's degree (with a minimum of 18 semester hours of related coursework) **OR** possession of a valid/current state, national, industry, military, or union license or certification in an appropriate skill or trade area and a high school diploma or GED
 - Degree in a field related to the credentialing area is strongly preferred
- 2 years (4,000 hours) of verified occupational experience (within the last 10 years)
- Active CTE Credential or willingness to obtain

PREFERRED QUALIFICATIONS:

- Bachelor, or Master's degree (with a minimum of 18 semester hours of related coursework or possession of a valid/current state or national license or certification in an appropriate skill or trade area)
 - Degree in a field related to the credentialing area is strongly preferred
- Two years successful teaching experience at the post-secondary level.
- Knowledge of curriculum and program development
- Ability to interface with local employers in support of the construction trades program and be able to market the program.
- Experience working with diverse populations
- Willingness to teach a varied schedule including evenings, weekends and summer.
- Educational philosophy in alignment with that of a small rural, comprehensive Community College and enthusiasm for this type of environment and the aspirations of its people.

SALARY:

\$45,167 – 48,212 with an excellent and highly competitive benefits package including PERA retirement, health, vision, dental, life insurance, and sick leave

166 day- 9-month renewable academic year position

APPLICATION INSTRUCTIONS

For consideration, an applicant file must contain:

1. Cover letter that addresses the minimum and preferred qualifications
2. Resume
3. Copies of transcripts (A.A., B.A., and M.A.) (Official transcripts requested upon hire) - As part of our commitment to a fair hiring process, we invite you to redact any information from your transcripts that may be confidential/protected under law, including your age, date of birth, or dates of attendance/graduation.
4. Names, addresses, and phone numbers of 3 professional references

APPLICATION DEADLINE

Open Until Filled – priority will be given to applications received by May 27, 2025

POSITION START DATE:

August 5, 2025

Submit Application Packet To:

Otero College
Attn: Kelsey Barbee
Director of Human
Resources 1802 Colorado
Ave
La Junta, CO 81050
FAX: (719) 384-6947

Or Email To: kelsey.barbee@otero.edu

Inquiries May Be Directed To:

Kelsey Barbee
(719) 384-6824

Applicants must submit to and pass a background check before an offer of employment can be extended.

*****Please Note: Otero College is not able to provide sponsorship for applicants who do not currently have the legal right to work in the United States or require transfer of a Visa.*****

*****Must be a resident of the State of Colorado or able to relocate to Colorado prior to the first date of employment. *****

Otero College prohibits all forms of discrimination and harassment including those that violate federal and state law or the State Board for Community Colleges and Occupational Education Board Policy 3-120. The College does not discriminate on the basis of sex/gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, veteran status or military status, pregnancy status, religion, genetic information, gender identity, gender expression, sexual orientation, or any other protected category under applicable local, state, or federal law (also known as "civil rights laws") including protection against retaliation and for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies, in its employment practices or educational programs and activities. Otero recognizes that the quality of instruction and educational opportunities for all are enhanced when the diversity of the community served is represented in the student population and workforce. Otero also recognizes

that women, minorities, veterans and individuals with disabilities have been historically underutilized in the higher education workforce.

The College has designated Mike Rager, Director of Civil Rights and Investigations as its EO/TITLE IX COORDINATOR and Kelsey Barbee, Director of Human Resources as its AFFIRMATIVE ACTION (AA), OFFICER with the responsibility to coordinate its civil rights compliance activities and grievance procedures. If you have any questions, please contact Kelsey Barbee, Director of Human Resources at 719-384-6824, kelsey.barbee@otero.edu , or 1802 Colorado Ave. McDivitt Hall RM# 140, La Junta, CO 81050.

You may also contact the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Boulevard, Suite 310, Denver, CO 80204, telephone (303) 844-3417.

The Federal Cleary Act (The Student Right to Know and Campus Security Act of 1990) requires all institutions of higher learning to make available to prospective employees the agency's Annual Security Report/Campus Crime Statistics. A paper copy of this report can be obtained at the Student Services Center upon request or at: <http://www.ojc.edu/content/marketing/catalog.pdf>. This report includes statistics for the previous three years concerning crimes that occurred on campus or on property controlled or owned by Otero College, as well as public property within, or immediately adjacent to and accessible from, our campus. Former employees of the Colorado Community College System or one of its 13 colleges, who were disciplinarily terminated or resigned in lieu of termination, must disclose this information in your application packet
Qualified protected class individuals are encouraged to apply

Otero College must comply with the Immigration Reform and Control Act of 1986. If hired you will be required to provide documents to show your identity and authorization to work. In addition, Colorado fiscal rules require direct deposit for all new employees.

ABOUT OTERO COLLEGE:

Founded in 1941, Otero College is an accredited Hispanic Serving Institution and is a state two-year community college with approximately 1500 students (1250 FTE) made up of traditional, non-traditional and international students. The college is governed by the State Board for Community Colleges and Occupational Education. Otero is located on an attractive 40-acre campus on the southern edge of La Junta, Colorado. The college is a full-service campus with dormitory housing, food service, men's and women's varsity intercollegiate athletics, and state-of-the-art educational technology. The city of La Junta has a population of approximately 8,000 and is located on Highway 50, sixty miles east of Pueblo. The college serves the residents of Otero, Bent, and Crowley counties. This rural geographic area in southeast Colorado is primarily agriculture based and has a population of approximately 33,000 people. Students at Otero can earn degrees in Associate of Arts, Associate of Science, Associate of Applied Science, Associate of General Studies or an Associate Degree in Nursing. Students who wish to pursue vocational occupations will find over a dozen one- and two-year certificate programs available. Career and Technical Education certificate programs at Otero include:

- Advanced Ag/Business Management
- ABM Financial Analysis
- Ag/Business Marketing and Risk Management
- ABM Records and Business Planning
- Rural Business Entrepreneurship
- Cosmetology
- Hair Stylist
- Nail Technician
- Esthetician
- Crop Production
- Intro to Horticulture
- Horticulture
- Emergency Medical Technician

EMT Intermediate
Community Health Worker
Law Enforcement Training Academy
Livestock Production
Agriculture Production Management
Artificial Insemination
Nurse Aide
Practical Nursing
Phlebotomy
Oxyacetylene
Welding Fundamentals I
Welding Fundamentals II
Welding Production
Advanced Welding Pipe
Advanced Welding Railroad

To learn more about Otero College, visit the college's website at www.otero.edu.

OTERO MISSION STATEMENT:

To educate students and provide workforce training that enhances personal and professional growth and encourages all students to become the best version of themselves. .