



## Dean of Innovation

*Arizona Western College is seeking a visionary Dean of Innovation to lead transformative initiatives at the intersection of academics, workforce development, and entrepreneurship. This strategic role drives collaboration across divisions, aligns programs with emerging industry needs, and helps scale innovative solutions through the Center for Innovation and the Entrepreneurial College. If you're passionate about creating bold, student-centered change, we invite you to apply and help shape the future of education at AWC.*

### **Salary:**

\$113,208.00 – \$120,000.00 per year, depending on experience.

### **Summary of Function:**

The Dean of Innovation plays a vital role in advancing the college's vision for growth, innovation, and student success. Serving as a strategic leader, the Dean fosters collaboration across academic divisions, Learning Services, and workforce initiatives to ensure programs remain cutting-edge, interdisciplinary, and responsive to emerging economic and technological advancements.

The Dean leads the Center for Innovation and works in close partnership with academic deans, Learning Services leadership, the Associate Dean of Reskilling, Upskilling, and Corporate Training, the Manufacturing Center, and Perkins-funded programs. Through this collaborative approach, the Dean aligns academic programming, workforce demands, and funding priorities to drive student achievement and promote regional economic development.

The Dean also supports the CEO of the Entrepreneurial College in developing and advancing new initiatives that promote the growth, sustainability, and impact of the Entrepreneurial College. This includes scaling programs, exploring new market opportunities, cultivating strategic partnerships, and strengthening the college's leadership role in innovation and workforce development.

Positioned at the intersection of academics, workforce development, and operational innovation, the Dean champions a culture of creativity, resilience, and continuous improvement across the institution. Through this work, the Dean ensures that innovation efforts are fully aligned with the college's institutional goals, strategic priorities, and commitment to transformative student success.

### **Typical Duties:**

- Serves students. Oversees and develops the Center, positioning it as a hub for emerging and advancing technologies, interdisciplinary collaboration. Collaborates with academic deans and college-wide leadership to integrate innovation across all divisions and departments. Provides leadership in the adoption and scaling of innovative and emerging technology and AI initiatives, ensuring alignment with institutional goals and successful integration into academic and operational frameworks.
- Leads a team of associate deans and directors to foster a culture of innovation, resilience, collaboration and leadership. Incorporate measurable metrics to validate progress and promote interdisciplinary collaboration amongst the Entrepreneurial College. Provide visionary leadership and planning to ensure the college remains agile and responsive in a rapidly evolving educational and economic landscape.
- Supports the CEO of the Entrepreneurial College in developing and advancing new initiatives and strategies that promote the growth and sustainability of the Entrepreneurial College, which may include

assisting to scale programs, explore new market opportunities, and strengthen the college's role as a leader in innovation and workforce development.

- Guides the development and implementation of new and emerging programs that respond to technological advancements and labor market needs. Promotes and supports faculty and student innovation through resources, mentorship, and cross-disciplinary opportunities.
- Maintains the daily operations of the department, including development and management of budgets, faculty and staff development, and assessment and evaluation of programs.
- Secures/oversees funding through grants, sponsorships, and partnerships to support innovation projects. Collaborates with other institutional leaders to ensure adequate funding and resources for innovation initiatives. Ensures local, state, and federal grant applications, budget narratives, and reporting requirements are completed in compliance and on time.
- Maintains excellent community engagement with leaders in industry, advisory boards, workforce development, and other higher educational institutions to ensure curriculum reflects current and future workforce demands. Supports data-driven decision-making and continuous improvement in all innovation-related efforts.
- Support and participate in strategic planning initiatives and perform other duties as assigned.

### **Required Qualifications:**

- Master's degree AND Minimum three (3) years of experience designing and leading innovation ecosystems, advancing cross-disciplinary collaboration, scaling technology-driven initiatives, and aligning emerging trends with institutional mission and workforce demands.

OR

- Minimum three (3) years of progressive leadership experience driving disruptive initiatives, leading cross-disciplinary teams, and successfully integrating emerging technologies to transform academic or organizational structures.

### **Alternate Minimum Qualifications:**

- Bachelor's degree AND Minimum five (5) years of experience leading major cross-sector initiatives, building interdisciplinary networks, disrupting traditional models, and strategically deploying innovation to meet evolving educational and economic needs.

OR

- Minimum five (5) years of leadership experience launching innovation projects, disrupting traditional frameworks, fostering interdisciplinary partnerships, and managing complex, transformational initiatives with measurable outcomes.

### **Note:**

- A combination of experience from the multiple requirements listed may be considered. Minimum years of experience and degree level must be met as noted.
- Demonstrated success securing and managing major grants, public-private partnerships, or industry sponsorships to advance innovation initiatives, preferred, but not required; experience must be demonstrated on application materials

### **Additional Eligibility Requirements:**

- Arizona driver's license or equivalent
- 12-month position

## **Classification:**

- Exempt

## **Position Type & Work Schedule:**

- Full-time, 12 months position
- 38 hours per week
- Monday-Thursday, 7:00am-5:00pm
- Work flexible schedule to meet the program, department, and/or institutional needs, which may include Fridays, nights, and/or weekends

## **Knowledge, Skills, and Abilities:**

- Knowledge of and ability to interpret, apply, and follow college policies and procedures
- Knowledge of or ability to maintain organizational structure, workflow and operating procedures
- Knowledge and understanding of innovation ecosystems, emerging technologies, and AI integration within academic and operational environments.
- Knowledge of interdisciplinary program development, workforce development trends, and strategic foresight methodologies.
- Knowledge and familiarity with grant development processes, including securing external funding, budget management, and compliance with local, state, and federal regulations.
- Knowledge and strong understanding of change management strategies, entrepreneurial models, and disruptive innovation practices in higher education or related industries.
- Knowledge and awareness of community engagement best practices and the ability to align academic programs with evolving industry needs and workforce demands.
- Skill in strategic planning and execution with the ability to align innovation initiatives with institutional mission and goals.
- Skill in exceptional leadership with the ability to lead, inspire, and develop diverse, cross-functional teams, including associate deans, directors, faculty, and staff.
- Skill in data analysis and assessment to evaluate program success, inform decision-making, and drive continuous improvement.
- Skill in project management, including the ability to prioritize initiatives, manage complex projects, and deliver results within designated timelines and budgets.
- Skill in current technologies and word processing, database, presentation, and spreadsheet software, specifically Microsoft Office applications, Windows, college system platforms, software and applications especially those specific to the department operations
- Skill and ability to be self-directed and to manage one's own time
- Skill in performing a variety of duties, often changing from one task to another of a different nature
- Ability to complete all departmental and/or institutional mandatory training or development
- Ability to provide assistance in a professional and supportive manner
- Ability to communicate effectively, verbally, in writing, and in a public setting, and to relate to others in a professional manner
- Ability to be flexible and supportive, positively and proactively assimilate change in rapid growth environment
- Ability to maintain confidentiality of protected information and follow FERPA guidelines
- Ability to think entrepreneurially, creatively, and strategically to anticipate future trends and develop proactive, innovative solutions.
- Ability to drive cross-disciplinary collaboration and foster a culture of resilience, innovation, and continuous learning.
- Ability to translate emerging technology trends into actionable academic and operational initiatives.
- Ability to manage daily operations of a complex department, including staff supervision, budget oversight, and resource allocation.
- Ability to thrive in a fast-paced, rapidly evolving educational and economic environment while maintaining a strong focus on strategic priorities and measurable outcomes.
- Ability to demonstrate integrity, professionalism, and civility in all job-related actions
- Ability to analyze problems, identify solutions, and take appropriate actions to resolve problems using independent judgment and decision-making processes

- Ability to establish and maintain positive, effective, and collaborative relationships with individuals at all levels of the organization, students, and the public.

**Work Environment:**

- Inside office environment with normal noise and lighting levels
- Work is performed in an open office environment with staff, student, community contact and interruptions
- Working environment may include various locations across the service district, indoor and/or outdoor locations as needed to support program, department or institutional needs

**Physical Demands:**

- Prolonged periods sitting at a desk and working on a computer
- Prolonged periods of standing or walking
- May lift, carry, push, and/or pull, at times a minimum of 10 pounds
- Occasionally stoop, bend, kneel, crouch, reach, and/or twist
- Safely and appropriately operate golf carts or district vehicles
- Must be able to navigate various departments of the organization's physical premises

**Travel:**

- Required to travel to other locations using various modes of private, commercial, or fleet transportation, and as needed to support program, department and institutional needs

**Note:**

- Yuma Campus
- Benefits Eligible
- Grant Funded (Prop 301) – contingent upon continued funding

**APPLICATION PROCEDURE:**

The following materials must be uploaded at the time of application. Any materials submitted via e-mail, fax, or mail will not be accepted. Applications missing any of the below requirements will be considered incomplete and will not be reviewed.

1. Completed Application
2. Resume or Curriculum Vitae (no more than 3 pages)
3. Cover Letter
4. Unofficial College/University Transcripts

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**ADDITIONAL DETAILS:**

- The statements in this posting describe the general nature, level, and type of work performed by the individual(s) assigned to this classification and are not intended to be an exhaustive list of all responsibilities, demands, and skills required of personnel so classified.
- The institution and its designated representatives reserve the right to add, delete, or modify any and/or all provisions of this description at any time as needed without notice.

**ADDRESS INQUIRIES TO:**

Arizona Western College

Human Resources

Phone: (928) 344-7505 / FAX: (928) 317-6001 / TTY: (928) 344-7629

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