



Hartnell Community College

Director of Interprofessional Simulation Center

HARTNELL COLLEGE

SALARY	\$129,823.00 - \$157,286.00 Annually	LOCATION	Main Campus 411 Central Avenue, Salinas
JOB TYPE	Manager	JOB NUMBER	202400305
DIVISION	Academic Affairs	DEPARTMENT	Nursing & Health Sciences
OPENING DATE	06/12/2026	CLOSING DATE	7/31/2026 11:59 PM Pacific

Description

DESCRIPTION:

Hartnell College invites an equity-minded, innovative, and dynamic leader to serve as the Director of the Interprofessional Simulation Center. This is a pivotal leadership role designed for a visionary who can bridge healthcare education and clinical excellence. You will champion a state-of-the-art learning environment, developing immersive programs that redefine the student experience and prepare the next generation of healthcare professionals for the Salinas Valley and beyond.

DEFINITION:

Under the general direction of the Dean of Academic Affairs, Nursing and Health Sciences, the Director plans, organizes, and leads the operational and strategic activities of the Interprofessional Simulation Center (Sim Center). The Director serves as a key liaison between academic divisions, industry partners, and regulatory agencies, providing high-level professional assistance to the Dean while ensuring the Center remains at the forefront of simulation technology and pedagogy.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Dean of Academic Affairs. Exercises general direction and supervision over professional, technical, and administrative support staff.

CLASS CHARACTERISTICS

This is a management classification that is the strategic architect of the Sim Center; specifically focused on simulation technology and interprofessional pedagogy as well as overseeing, directing, and participating in the daily functions, operations, projects, and activities of the Sim Center. Successful performance of the work requires an extensive professional background as well as skill in coordinating program work with that of other District divisions and outside agencies. Responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. This classification is distinguished from the Dean of Academic Affairs by its focus on simulation technology and interprofessional pedagogy while the Dean has significant authority over and oversight of a broad cluster of academic fields in nursing and allied health or whole academic units with responsibility for

accomplishing planning and operational goals and objectives, and for furthering District goals and objectives within general policy guidelines.

Examples of Duties

EXAMPLES OF TYPICAL FUNCTIONS (Illustrative Only)

The District reserves the rights to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

Administrators can be assigned to work at any district location or learning site and in some cases can be assigned to multiple locations and learning sites.

CORE RESPONSABILITIES:

I. Strategic Leadership & Innovation

- **Visionary Direction:** Lead the implementation of simulation-based learning across Nursing, Respiratory Care, Emergency Medicine, and other Health Science programs.
- **Diversity, Equity, and Inclusion:** Support the integration of diversity, equity, and inclusion principles in simulation-based education by facilitating scenarios the District. Ensure simulation spaces, equipment, and resources are accessible and supportive of equitable learning experiences.
- **Continuous Improvement:** Monitor emerging trends in healthcare technology and simulation pedagogy to ensure Hartnell College Simulation Center emerges as a regional leader in healthcare.

II. Operational & Fiscal Management

- **Budget Oversight:** Develop and manage the Sim Center's annual budget within District Policy; oversee forecasting, expenditures, and resource allocation to optimize facility use.
- **Grant Administration:** Identify, apply for, and manage local, state, and federal grants to support Center expansion and innovation.
- **Asset Procurement & Management:** Coordinate the procurement, scheduling, and maintenance of high-fidelity simulators and lab equipment, prioritizing academic needs while supporting appropriate use by industry and community partners

III. Partnerships & Compliance

- **Regulatory Excellence:** Maintain continuous compliance with Society for Simulation in Healthcare (SSH) standards; manage all accreditation reporting and site visits.
- **Community Engagement:** Serve as the primary point of contact for marketing Sim Center services to industry partners and external revenue-generating partners; lead college and community outreach activities.
- **Collaborative Governance:** Chair the Sim Center Advisory Committee and collaborate with Program Directors to ensure clinical requirements and student learning outcomes are met.

IV. Team Leadership & Mentorship

- **Staff Development:** Recruit, supervise, and evaluate a diverse team of professional and technical staff; oversee orientation and mentoring for facilitators and staff on simulation best practices and debriefing techniques.
- **Professional Growth:** Identify training needs and facilitate professional development opportunities for staff and faculty involved in simulation.
- **Foster Collaborative Culture:** Promote a positive, inclusive, and collaborative team environment that encourages innovation and shared problem-solving.
- **Supervision & Mentorship:** Directly supervises the Healthcare Simulation Lab Coordinator, providing guidance, performance feedback, and fostering a collaborative, inclusive work environment.

Typical Qualifications

TYPICAL QUALIFICATIONS

Advanced Knowledge of:

- **Simulation Pedagogy:** Theories and practices of interprofessional simulation education and certification.
- **Regulatory Frameworks:** California Chancellor's Office, BRN, BVNPT regulations, and ACEN, CoArc, INACSL, and SSH (Society for Simulation in Healthcare) accreditation standards.
- **Business Operations:** Principles of budget development, grant writing, and administrative management within a public agency or educational institution.

Demonstrated Ability to:

- **Promote Equity:** Exhibit a deep understanding of the diverse academic, socioeconomic, and cultural backgrounds of community college students.
- **Lead Collaboratively:** Navigate a participatory governance environment with a fair-minded, ethical, and influential leadership style.
- **Communicate Effectively:** Deliver high-impact presentations and represent the District professionally to governmental agencies and community partners.
- **Solve Complex Problems:** Utilize data and assessment outcomes to drive program improvements and operational efficiency.

Supplemental Information

EDUCATION AND EXPERIENCE:

Required: A Master's degree or higher from an accredited college or university.

Experience

- **Health Related:** A minimum of two (2) years of healthcare-related employment experience.
- **Simulation:** prior experience with simulation pedagogy and operations, including active participation, leadership, or professional development with a simulation-focused organization
- **Administrative:** One (1) year of experience in an administrative leadership role.

CONDITIONS OF EMPLOYMENT:

This is a regular, full time, academic management position.

Management salary range VI: \$129,823.00 to \$157,800.00 annually (within this salary range, the successful candidate's starting salary will be commensurate with education and experience).

Prorated annual doctoral stipend: \$3,000.

The district provides health benefits, which consist of full coverage for medical, dental, and vision insurance for employees and a high percentage of coverage for eligible dependents.

Life, accident, and income protection insurance. Sick leave, vacation, paid holidays.

CalSTRS (State Teacher Retirement System).

APPLICATION PROCEDURE

The following documents must be uploaded as attachments to your online application:

- 1) Resume
- 2) Cover letter
- 3) College/university transcripts (copies acceptable)

We require unofficial copies of all undergraduate and graduate coursework from regionally accredited institutions.

Official copies will be required at the time of hire. Foreign transcripts must be evaluated by the National Association of Credential Evaluation Services (NACES) member organization at the applicant's expense.

Fostering a Culture of Care

Caring Campus, developed by the Institute for Evidence-Based Change (IEBC), is dedicated to creating a culture of care within community colleges. IEBC's [Caring Campus](#) program aims to increase student retention and success.

We understand that when students feel connected to their college, they are more likely to succeed academically.

At Hartnell College, we embrace the [Caring Campus](#) culture. By implementing intentional, campus-wide behavioral commitments, we enhance our existing student success initiatives and create an environment where care and support are integral.

Join us on this journey of fostering a caring environment where students thrive. Together, we can transform Hartnell College into a place where care and success go hand in hand, empowering our students to reach their full potential.

Applicant Acknowledgment:

I understand that working in a community college environment requires a strong commitment to serving students and community members from diverse academic, socioeconomic, cultural, ability, gender identity, sexual orientation, and ethnic backgrounds. I recognize the importance of fostering an inclusive, respectful, and supportive environment that promotes equitable access, student success, and a sense of belonging for all individuals at Hartnell College.

EEO Statement

Hartnell Community College District is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, gender, gender identity, religion, sex, sexual orientation, transgender, marital status, veteran status, medical condition, and physical or mental disability consistent with applicable federal and state laws.

Employer

Hartnell Community College

Address

411 Central Ave

Salinas, California, 93901

Phone

831-755-6706

Website

<http://hartnell.edu>

Director of Interprofessional Simulation Center Supplemental Questionnaire

*QUESTION 1

IMPORTANT: All applicants must respond to the following questions directly. Your answers are essential for evaluating your qualifications for this position. Using "See resume," attachments, or links will not be accepted.

Confirm below that you have read and understood these instructions.

- ☐ Yes
- ☐ No

*QUESTION 2

Do you have a Master's degree or higher?

- ☐ Yes
- ☐ No

***QUESTION 3**

Do you have a minimum of two (2) years of healthcare-related employment experience?

- ☐ Yes
- ☐ No

***QUESTION 4**

Do you have prior experience with simulation pedagogy and operations, including active participation, leadership, or professional development with a simulation-focused organization?

- ☐ Yes
- ☐ No

***QUESTION 5**

Do you have One (1) year of experience in an administrative leadership role?

- ☐ Yes
- ☐ No

***QUESTION 6**

APPLICANT ACKNOWLEDGMENT I understand that working in a community college environment requires a strong commitment to serving students and community members from diverse academic, socioeconomic, cultural, ability, gender identity, sexual orientation, and ethnic backgrounds. I recognize the importance of fostering an inclusive, respectful, and supportive environment that promotes equitable access, student success, and a sense of belonging for all individuals at Hartnell College. I acknowledge that I have read and understand the above expectations related to supporting and working effectively with diverse student and community populations.

- ☐ Yes

*** Required Question**