North Country Community College (NCCC) is a small community college located in the Adirondack State Park in Northern New York. The main campus is located in Saranac Lake with additional campuses in Malone and Ticonderoga. While the College offers numerous majors, including several occupational programs, the College focuses on a liberal arts education as a foundation for any degree program. Classes are relatively small providing opportunities for a close academic and academic advising relationship with each student.

**General Job Description:** A full-time human services instructor at NCCC instructs approximately five (5) courses, 15 credit hours, per semester. Class size is typically about 20-25 students. As part of the Human Services department, the instructor is expected to participate and share in the work of the department. All instructors are expected to provide extensive academic advising to all students on the instructor’s advisee list. All instructors also are expected to participate in College committee work facilitating the shared governance approach to the management of the College. Instructors are members of a collective bargaining unit and work under a collective bargaining agreement (CBA). The academic work year is 164 days.

This individual will be based on the Malone, New York campus and will have instructional duties on at least one other campus. Additionally, they will have teaching responsibilities within allied social science department.

**Major Duties and Responsibilities:**

1. Instruct Human Services and related Social Science offerings at a minimum of thirty (30) credit hours per academic year at a maximum of two of the College’s three locations (Saranac Lake, Malone, and Ticonderoga). Instruction of more than thirty credit hours results in extra compensation (per the CBA).
2. Be available for, and provide a minimum of five (5) office hours per week for student advisement and remediation.
3. Perform as an academic advisor which includes, but is not necessarily limited to, scheduling of classes, review of degree audits and progress, schedule changes, referral to additional resources within the College, and other advisement-related functions deemed necessary to keep each advisee on track facilitating retention.

4. Contribute meaningfully to the life of the Human Services and Social Sciences Department, including attending and participating in departmental meetings and assessment activities including course-level, general education and program assessment.

5. Review, refine and update course syllabi and course outlines on a regular basis in concert with departmental colleagues and chair.

6. Work closely with the College Registrar and Records Office staff concerning registration and scheduling of students, course section add/drops, mid-term and final grade submission, and other requests that occur outside of the academic year.

7. Serve on College committees and participate in College Governance.

8. Contribute and participate in outside activities to help promote goodwill and service.

9. Develop with supervisor and maintain a professional growth plan.

10. Remain current and up-to-date in all areas within the Human Services and related Social Science disciplines where one teaches.

11. Order appropriate supplies, textbooks and other instructional-related materials in a timely and economically-sound fashion taking into account student need and budgetary constraints.

12. Conduct oneself in a professional manner promoting good relations with College employees, students, parents, local community members, jurisdictional representatives, and visitors.

13. Maintain an awareness of, and function within, the current requirements of the NCCC Rights and responsibilities, Equity Action Plan and Drug Awareness Plan, and other related employment requirements as outlined in the current NCCCAP Collective Bargaining Agreement (CBA).

14. Be cognizant of and maintain appropriate behavior as outlined in all College policies.

15. Perform other duties as assigned by the department chair, or College officer.

**Principle Performance Requirements:**

1. Instruct human services and allied social science courses, such as: a) introductory human services courses (e.g. Introduction to Human Services, Introduction to Child and Family Services), b) specialized Human Services courses (e.g. Introduction to Social Welfare) c) Introductory Psychology and Sociology, and d) specialized Psychology and Sociology courses (e.g. Developmental Psychology; Sociology of Addiction).

2. Advise students in a variety of degree programs including, but not limited to Chemical Dependency Counseling, Child and Family Services, Human Services, Individual Studies and Liberal Arts.
3. Work with departmental colleagues to routinely update, enhance, expand and assess the human services and social science offerings in support of the academic programs at the College.

4. Participate in the life of the College including involvement in shared governance and other areas of service.

5. Effectively work with diverse groups across the College community.

6. Possess and exercise strong written and verbal communications skills as well as strong interpersonal skills.

Qualifications for the Job:

1. **Education**: Master’s Degree in a Social Work, Human Services or a related social sciences discipline, preferable sociology or psychology.

2. **Experience**: College-level instructional experience is required, and community college-level instruction is preferred.

Key Competencies:

1. Strong verbal and written communication skills.

2. Strong interpersonal skills.

3. Attention to detail.

4. Instructional knowledge, skills, and abilities.

5. Knowledge of student advising.

6. Responsiveness, timeliness, and professionalism.

Application Process:

Please submit cover letter, resume, and references to Tara Smith, HR Specialist, at tara.smith@nccc.edu.