Reporting to a senior member of the admission team, the Senior Assistant Dean will be an integral member of the team of admission officers who visit high schools, community colleges, and community-based organizations around the country for information sessions, college fairs, workshops, and other programming. The senior assistant dean will be responsible for oversight of our students’ employees, including direct supervision of our senior fellow program. The senior assistant dean will also serve as the point person for our fine arts departments and serve on the Transfer Team, contributing to the recruitment and evaluation of transfer students.

In addition to managing assigned geographic territories, the senior assistant dean will also serve in the rotation of admission officers responsible for hosting visitors on-campus. The Assistant Dean may also serve with the International Admission Team, contributing to the recruitment and evaluation of international applicants to the College. Other duties will be assigned based on the needs of the office and the skills of the hire.

Occidental maintains a longstanding commitment to access and equity and as a result our current student body is 46% domestic students of color and 16% first-generation college students. Our financial aid policies meet 100% of the demonstrated need of our students. The Office of Admission seeks a colleague who will identify innovative ways to help us build upon this strong foundation and work towards building a more anti-racist admission process for our prospective students. Our expectation is that the successful candidate will excel at working in a community that is broadly diverse with regard to race, ethnicity, socioeconomic status, gender, nationality, sexual orientation, and religion.

**SUMMARY OF DUTIES, RESPONSIBILITIES, AND GOALS**

- Manage assigned geographic territories, including significant travel locally and out of state. Some evening and weekend work is required, as well as willingness to work extended hours during peak periods.
- Maintain and develop relationships with school-based counselors and applicants at high schools and community colleges within their assigned geographic territories in order to assess invitations for college fairs and information sessions, and to build a schedule of campus visits within these regions.
- Evaluate first-year and transfer applications.
Serve in the rotation of the admission officer (AO) of the day in order to present information sessions and answer questions of prospective students visiting campus for tours, emailing with questions, or calling the Office of Admission to speak with an admission counselor.

Oversee student employment, including coordinating the hiring, training, and assisting in the supervision of all our student employees. Work with Human Resources to ensure all necessary paperwork is completed and timesheets are submitted on time.

Oversee our Student Fellow program, including the supervision, hiring, and training of our nine senior fellows. Manage the scheduling of senior fellow responsibilities, including interviews, information sessions, virtual panels and campus events.

Serve on the Transfer Team, assisting in the strategic recruitment and evaluations of spring and fall transfers.

Support the international recruitment efforts of Admission, in the evaluation of international applicants and with the possibility for recruitment travel abroad.

Serve as the point person with the following academic departments: Theater, Art & Art History, and Music departments. Coordinate the submission and evaluation of supplemental materials along with assisting in any recruitment and yield programming, with the academic departments.

Utilize technology and our admission database to compile reports as it relates to territory and event management.

**QUALIFICATIONS**

A bachelor’s degree is required, along with three to five years of experience in undergraduate higher education and an understanding of a residential liberal arts experience. This position requires strategic thinking, cultural competency, confidence in public speaking, strong written communication skills, attention to detail, and organizational abilities. Candidates should demonstrate enthusiasm for interacting with students and families from a wide range of backgrounds, strong interpersonal skills, a collaborative approach to decision-making as well as the ability to work autonomously, and a commitment to customer service. Further, this position will require a growth mindset, comfort in facilitating conversations on race, gender, and socioeconomic status and the ability to manage up. Upholding institutional confidentiality is expected. Experience in an academic setting with an understanding of a residential liberal arts education will be valued in the selection process. Experience with Technolutions Slate is preferred. Bachelor’s degree and a valid driver’s license are required.

**APPLICATION INSTRUCTIONS**

Qualified candidates are encouraged to submit a cover letter and resume (in Word or PDF format) to resumes@oxy.edu. Priority consideration will be given to materials received by May 13, 2022. Preferred start date is June 20, 2022.

**Additional information**

Occidental is an Equal Opportunity Employer and does not unlawfully discriminate against employees or applicants on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, breastfeeding or related medical condition, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, genetic characteristic or information, military and veteran status, or any other characteristic protected by state or federal law. Occidental is strongly committed to increasing the diversity of the campus community and the curriculum, and to fostering an inclusive, equitable, and just environment within which students, staff, administrators, and faculty thrive. Candidates who can
contribute to this goal through their work are encouraged to identify their strengths and experiences in this area. Individuals advancing the College’s strategic equity and justice goals and those from groups whose underrepresentation in the field are particularly encouraged to apply.

Salary is commensurate with experience and qualifications. A comprehensive benefits package is available that includes: excellent health, dental, life, and retirement benefits; tuition benefits for the employee, spouse, domestic partner, and dependents; additional extras including use of gym facilities and the College Library. For a detailed description of benefits, please visit https://www.oxy.edu/offices-services/humanresources/benefits-information.

All qualified applicants will be considered for employment, including those with criminal histories, in a manner consistent with the requirements of applicable state and local laws, including the City of Los Angeles’ Fair Chance Initiative for Hiring Ordinance.

Occidental College is committed to working with and providing reasonable accommodations to applicants with qualifying disabilities. If you need a reasonable accommodation because of a disability for any part of the application or employment process, please contact Human Resources (hr@oxy.edu).

As a condition of hire for a staff position and for appointment to a faculty position, Occidental College requires that all candidates who have received a conditional offer of employment complete an application form (if they have not already done so) and consent to a background check. Satisfactory completion of a background check, along with pre-employment verifications and references are required as a condition of employment, but only as permitted by federal, state, and local law, including the City of Los Angeles Fair Chance Initiative for Hiring Ordinance.

April 22, 2022