



EXECUTIVE DIRECTOR

Monthly Salary Range:
\$15,854 - \$16,329

Annual Salary Range:
\$190,248 - \$195,948



This exciting position is for an individual who is passionate about transforming the lives of California's diverse population by creating educational opportunities!

Come join one of the most mission-critical Departments in the State of California and promote educational equity by making postsecondary education affordable for all Californians!

THE COMMISSION

The California Student Aid Commission (CSAC) is the principal state agency responsible for administering financial aid programs for students attending public and private universities, colleges, and vocational schools in California. CSAC has never wavered from its central mission to make education beyond high school financially accessible to all Californians.

COMMISSION HIGHLIGHTS

Through innovative strategies, the Commission has recently:

- » Developed, gained support, and rolled out the [Cal Grant Equity Framework](#).
- » Launched a successful, comprehensive public information campaign to support [FAFSA and CA Dream Act](#) application completion.
- » Issued a CalFresh Policy report to streamline and create efficient and equal access to [CalFresh](#) benefits for students.
- » Expanded partnerships in various community-based organizations to reach more low-income and first-generation students.
- » Administered the [Food and Housing Survey](#) to understand how students are covering their basic needs.
- » Updated the efficiency of online systems to process awards and provide financial aid support through the [Grant Delivery System Modernization Project](#).
- » Lead the Undocumented Student Workgroup to increase financial aid participation and issued a report with recommendations for legislative consideration.
- » Partnered with various high school districts to use an innovative, two-way Chatbot to help students apply for financial aid.
- » Received over \$1.1 million in philanthropic funds to extend the Commission's work in serving students.

To learn more about CSAC, please visit: <https://www.csac.ca.gov/about>.



“The Commission serves as a resource for policymakers and the public on college affordability and financing issues, and advocates for policy changes to eliminate cost as a barrier to any qualified California student pursuing a higher education.”

THE POSITION

The Executive Director is appointed by a 15-member Commission and serves at its pleasure. In collaboration with the Commission, the Executive Director must conform to state and federal policies, legislative intent, budgetary constraints, and must carry out her/his responsibilities impartially regarding all sectors and segments of California higher education.

The position is responsible for representing the Commission before the Governor, Legislature, the federal Administration, including the United States Department of Education, Congress, international consulates, higher education segments, and the public on higher education policy and financial aid issues affecting the Commission's programs, student access, affordability, and accountability.

The Executive Director provides executive-level leadership and vision to the Executive Team and ensures that operations of the Commission are conducted professionally, with integrity, and accountability to the students, the institutions served and the general public. The Executive Director exercises a high degree of sensitivity in making judgments on behalf of the Commission to the programs the agency administers and oversees.

THE IDEAL CANDIDATE

CSAC is looking for a dynamic leader who possesses vast knowledge of state government, higher education systems, political sophistication and has the ability to advocate effectively and credibly with members of Legislature and the highest levels of the Administration. This well-rounded individual has expertise in state and federal budgeting and financing of higher education, enrollment and enrollment management, tuitions and fees, and financial aid funding mechanisms for higher education. The ideal candidate will be able to foster and maintain effective political, professional and community relationships throughout California and be able to work objectively, provide executive level leadership and vision for the administration of CSAC programs statewide. Additionally, ideal candidate will:

- » Continue current operational oversight and delivery of ongoing innovative strategies, initiatives, and programs and continue the collaboration of this high functioning agency with stakeholders.
- » Have a passion for providing affordable college opportunities for all Californians.
- » Believe in CSAC's mission and value for postsecondary education and degree attainment.
- » Exude personal qualifications including integrity, initiative, dependability, good judgment, and the accountability for self and serve as a role model for the entire team.
- » Have experience in mentoring, developing, and leading a high functioning team in a manner that fosters professional growth.
- » Come with an executive level leadership background specifically in higher education with expertise in policy and advocacy for expanding educational opportunities for all Californians by removing financial barriers to college success.
- » Understand the power of data and has the ability to present it factually and effectively to garner support and make impactful changes.

BENEFITS, WORK LOCATION, and TRAVEL

CSAC employees enjoy an excellent benefit package, including outstanding medical benefits, competitive paid time off, as well as participation in the State's pension plan and access to employer sponsored retirement savings plans. Working for us is a great opportunity to make a difference in California and join a team committed to workforce excellence!

Wellness Benefits:

The State of California offers premier wellness benefits to suit your personal needs. The out-of-pocket contributions and co-pays are generally lower than other employers.

- » Health
- » Dental
- » Vision
- » Employee Assistance & Employee Wellness Programs

Time Off:

As a state employee, you receive 11 paid holidays annually, and immediately accrue paid time off for both vacation and sick leave. The monthly accrual amount increases based on length of service; for more information, click on the link below!

- » [Paid Time Off \(Vacation, Sick, and Annual Leave\) Specifics](#)

Retirement:

Employees are enrolled in a defined benefit plan through the California Public Employees' Retirement System (CalPERS)—the nation's largest public pension system, with more than 2 million members from California's state, school, and public agency employers.

- » [State Pension Plan \(CalPERS\)](#)
- » In addition, employees may elect to participate in 401(k) and 457(b) defined contribution plans offered by the State.

Additional Options for:

- » Life Insurance
- » Long Term Disability Insurance
- » Legal Services
- » And MORE!

For more details about employee benefits, visit the [California Department of Human Resources website](#).

Work Location:

The primary work location for this position is CSAC's Headquarters at 11120, International Drive, Suite 100, Rancho Cordova, CA 95670. Although some telework may be available, this position will be primarily on-site. Individuals must be able to report to the Headquarters office within two-hour notice, if required.

Travel:

The selected candidate will be required to conduct regular business travel across the state for meetings, campus visits, and hearings on behalf of the Commission or commute to the headquarterd location. Business travel reimbursements consider an employee's designated Headquarters Location, primary residence, and may be subject to change by the California Department of Human Resources. All commute expenses to the headquarterd location will be the responsibility of the selected candidate.



WHY WORK FOR US?

By joining CSAC, you become part of a passionate and driven organization dedicated to its mission where all areas across the organization are aligned with the common goal of developing technical and analytical skills and leadership abilities, through promoting teamwork and cross-functional teams.

Here at the CSAC, we want all of our employees to feel respected, valued, appreciated, and equipped to thrive. CSAC encourages employees to work together to fuel the creativity and innovation process necessary to serve our customers well. This commitment fosters an inclusive work environment where all backgrounds, cultures, and personal experiences are honored as we join in common cause to make college affordable for all California students.

APPLICATION PROCESS and RECRUITMENT SCHEDULE

The Final Date to Apply is: March 9, 2024

To apply for this position, please click on this link: <https://www.cpshr.us/recruitment/2320>

Required Application Documents

- » Resume/CV
- » Responses to the Supplemental Questions lists below.
 1. Why are you interested in this position?
 2. Please describe your executive level leadership experience which makes you qualified for this role.
 3. Please describe a work-related accomplishment/achievement/outcome you are most proud of. What was your role and how did you measure your impact.

For additional information about this position or questions regarding the application process, please contact:



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