



**MONTGOMERY
COLLEGE**

**Invites Applications and Nominations for
the Position of:**

Chief Compliance, Risk, and Ethics Officer

Greenwood/Asher
& ASSOCIATES, LLC

The Opportunity

Montgomery College (MC) is seeking a well-qualified, innovative, dynamic candidate for the position of Chief Compliance, Risk, and Ethics Officer (CCREO). Reporting directly to President Jermaine F. Williams and serving as a member of the senior level administrative team, the CCREO ensures that College policies and procedures align with federal, state, and local laws and regulations, and stays abreast of best practices in higher education and industry trends. The successful candidate will be an experienced and passionate leader who has expertise in developing, initiating, maintaining, and revising compliance protocols for the general operation of the College, as well as risk management, data confidentiality, and ethics functions.

The CCREO is responsible for:

- Providing strategic oversight of risk management across the College, including enterprise risk management, regulatory compliance, internal audit, data confidentiality and privacy, records management, and ethics programs.
- Providing objective, risk-based advice and insight in order to enhance and protect organizational value.
- Leading the strategic direction of the internal audit and advisory services function.
- Leading the strategic direction of and administering the College regulatory compliance program.
- Implementing the employee Code of Ethics/Conduct program.
- Maintaining professional knowledge in legal, regulatory, compliance, risk, and ethics areas.
- Overseeing College investigatory protocols, and overseeing the internal investigations conducted by the Office of Compliance, Risk, and Ethics.
- Participating as a member of the College's Cabinet Plus group.



Professional Qualifications

The ideal candidate will have the following professional qualifications:

Required:

- Master's degree, preferably in Law, Management, Education, or Policy
- Certified Compliance and Ethics Professional (CCEP) credentials
- Minimum of five (5) years of executive level management experience
- Minimum of three (3) years of experience in risk management functions (audit, compliance, ERM)

Preferred:

- Minimum of five (5) years of higher education administration experience
- Minimum of three (3) years of experience managing a portfolio of projects
- Minimum of three (3) years of facilitation and mediation skills or experience



About Montgomery College

Chartered in 1946, Montgomery College has served the community with distinction and achieved a position of national prominence. Montgomery College is located in Montgomery County, Maryland – a vibrant, diverse, and economically robust community of more than one million people, with immigrants making up about one-third of the population. The county is adjacent to Washington, D.C. and 30 miles south of Baltimore.

The College is governed by a 10-member Board of Trustees appointed by the governor of Maryland. Montgomery College serves 40,000 credit and noncredit-seeking students on three campuses in Germantown, Rockville, and Takoma Park/Silver Spring. It also includes a collegewide Workforce Development and Continuing Education unit, training centers in Gaithersburg and Wheaton, a central administrative services center, community engagement sites, and other off-campus locations.

Montgomery College is a Minority Serving Institution (MSI), a Hispanic Serving Institution (HSI), and an Asian American and Native American Pacific Islander Serving Institution (AANAPISI). The College is highly visible in the community and enjoys extraordinary support from the Montgomery County government; local representatives of state government; educational, business, and civic leaders; its two foundations; alumni; and the general community. This support has been essential to Montgomery College's operation as a high-quality, affordable, and accessible higher education institution. The College is widely recognized for the quality and scope of its programs in the arts

and humanities, business, engineering and science, developmental education, health sciences, many career areas, workforce development, and trades.



The College's Board of Trustees, composed of leading citizens of Montgomery County, provides effective stewardship for the College, including a record of positive, supportive relationships with its chief executive officer and responsiveness to both student and institutional needs.

Mission

We empower our students to change their lives, and we enrich the life of our community. We are accountable for our results.

Vision

With a sense of urgency for the future, Montgomery College will be a national model of educational excellence, opportunity, and student success. Our organization will be characterized by agility and relevance as it meets the dynamic challenges facing our students and community.

Values

Excellence | Integrity | Innovation | Equity and Inclusion | Stewardship | Sustainability

Campuses

The College has three campuses. The Takoma Park Campus opened in 1950 and was later renamed the Takoma Park/Silver Spring Campus when the west side of the campus was added in the early 2000s. The Rockville Campus opened in 1965, and the Germantown Campus opened in 1978. The College is currently conducting a feasibility study to consider a fourth campus in the east county.

The College's Germantown Campus, located in "DNA Alley," is home to the Bioscience Education Center and the Pinkney Innovation Complex for Science and Technology at Montgomery College, or PIC MC. The campus is a hub of education, business, and entrepreneurship, where industry

partners co-locate and actively interact with faculty and students to achieve both educational and economic success. The campus also is home to the Center for Early Education, a member of the International Association of Laboratory Schools. In addition to having a county-run business incubator, Holy Cross Germantown Hospital is located on the campus. The College is the only community college to have a hospital on its campus. During spring 2021, the campus hosted a mass vaccination site in partnership with the state of Maryland and Montgomery County.

The Rockville Campus is the largest campus of Montgomery College, serving about 15,000 students each semester. Our community of faculty, staff, and students enjoys academic and cultural programs that reflect the international flavor of an exceptional suburban campus. The campus has a state-of-the-art Science Center—with a dinosaur skeleton in its atrium—and recently opened the new Long Nguyen and Kimmy Duong Student Services Center. The campus also houses the Robert E. Parilla Performing Arts Center.

The Takoma Park/Silver Spring Campus is home to several modern facilities, including the Gwendolyn and Morris Cafritz Foundation Arts Center and the Cultural Arts Center, that support our county's vibrant arts community. The campus is also home to the Health Sciences Center, where nurses, sonographers, and surgical technicians along with many other allied health professionals receive education and training. A new math and science building is under construction and is expected to open in 2022.

Fundraising

In the past eight years, Montgomery College and the Montgomery College Foundation have secured more than \$115 million in grants and philanthropic gifts. This includes almost \$85 million in federal and state grants from organizations such as the National Science Foundation, the U.S. Department of Labor, and the National Endowment for the Humanities, and approximately \$31 million from individuals, corporations, and foundations. Many of these awards are aimed at opening doors to in-demand jobs and closing skill gaps in key industry sectors. One of the largest was a multimillion-dollar grant to lead a consortium of community colleges to deliver cybersecurity degree and certificate programs.



Partnerships

In addition to its academic partnerships with Montgomery County Public Schools (MCPS), the College and MCPS also partner to offer the Alternative Certification for Effective Teachers (ACET) program, a teacher preparation program for degree-holding professionals who wish to become teachers. The College has many organizational partnerships, which often address jobs skills

needs in the Washington, D.C., area, in the sciences and other high-technology areas. Partner organizations include the Smithsonian Institution, the Library of Congress, the American Film Institute, the Marriott Corporation, health care providers, various biotechnology firms, and many others. The College's Paul Peck Humanities Institute has offered Smithsonian Faculty Fellowships for 23 years, most recently in a virtual format with the theme, "Humans and the Footprints We Leave: Climate Change and Other Critical Challenges."

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates is assisting Montgomery College in this search. Applications and nominations are now being accepted. **For a full application package, please submit a cover letter, CV, and list of five references.** Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Tracey Weldon, Vice President for Executive Search

E-mail: traceyweldon@greenwoodsearch.com

Lois Stetson, Senior Executive Search Consultant

E-mail: loisstetson@greenwoodsearch.com

Web: greenwoodsearch.com/



Montgomery College is an academic institution committed to promoting equal opportunity and fostering diversity among its students, faculty, and staff.