Gavilan College seeks a qualified and enthusiastic applicant for a full-time, tenure-track faculty position teaching English as a second language. The teaching assignments primarily will be in ESL. Other related courses may be assigned as determined by the needs of the college and the qualifications and experience of the candidate.

DUTIES AND RESPONSIBILITIES
- Provide class instruction of 14-16 lecture equivalent hours per week, in accordance with established course outlines and college guidelines.
- Communicate and work effectively with students, faculty, staff, and the community.
- Participate actively in full-time faculty responsibilities, such as committee membership, and other duties as described in the Faculty Handbook and required by contract and District Policy.
- Assist the ESL Program in fulfilling its instructional objectives and in addressing student needs at both the main campus and the off-campus sites, day and evening. This may include: VESL instruction, Noncredit ESL classes, ESL assessment, ESL lab assistance, mentoring, scheduling, etc.
- Develop and revise course materials as necessary to assure innovative and creative teaching and learning.
- Inform students about course requirements, evaluation procedures, and attendance requirements.
- Maintain necessary attendance and evaluation records and submit them according to designated deadlines.
- Post and maintain regular office hours in accordance with District Policy.

QUALIFICATIONS
Minimum Academic Qualifications:
- Master’s Degree in TESL or TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis, or education with a TESL emphasis OR Bachelor’s Degree in TESL, TESOL, English with a TESL certificate, linguistics with a TESL certificate, applied linguistics with a TESL certificate, or any foreign language with a TESL certificate AND a Master’s Degree in Linguistics, Applied Linguistics, English, Composition, Bilingual/Bicultural Studies, Reading, Speech, or any foreign language OR The Equivalent.*

- Individuals lacking the above degree-based academic qualifications, but who may have an equivalent background must submit either an Equivalency Form as part of their application package OR possess a valid lifetime California Community College Instructor Credential that authorizes teaching ESL.

Contact Human Resources for details about equivalency applications.

Desirable Attributes and Experience:
- A background that demonstrates sensitivity to social, economic, ethnic, and linguistic diversities represented by Gavilan Community College students.
- Knowledge and skills necessary to implement a student-centered approach to learning that is motivational, builds self-esteem and addresses differences in student learning styles and needs.
- Ability to communicate in Spanish.
- A commitment to the education of students in a more complex, diverse, and technological world environment.
- A background that demonstrates depth and accuracy in second language acquisition theory and practice.
- Academic and experiential breadth that qualifies the applicant to meet evolving needs of the ESL program and the college as a whole.
- Experience with ESL teaching in noncredit, adult school, and/or literacy programs.
- Involvement in community activities and service.

**SALARY**

Initial annual salary placement in the current Faculty Salary Schedule depends on education and experience. Benefit package includes employee and dependent medical, vision, dental plans, and $50,000 life insurance.

*Note: All expenses related to the application and interview process are the responsibility of the applicant.*

**APPLICATION PROCESS**

The following items must be received by the Human Resources Office in order to be considered for this position. Applicants must submit their materials by March 2, 2007

1) Completed legible Gavilan District Application Form
2) Affirmative Action Applicant Survey Form (optional)
3) Resume of education and experience
4) One or two page personal statement relating your training, experience, and teaching philosophy as it relates to the requirements of this position.
5) Unofficial transcripts verifying minimum academic qualifications. (If offered a position, official transcripts will be required)
6) Equivalency Application, if applicable.

Applications are available at:  www.gavilan.edu

Gavilan College Human Resources Office
5055 Santa Teresa Boulevard
Gilroy, CA 95020
(408) 846-4964 -- FAX (408) 846-4944

Applications will be mailed on request. Please write or call the Gavilan Human Resources Office at (408) 846-4964 or e-mail to pconaway@gavilan.edu

**NON-DISCRIMINATION**

Gavilan College does not discriminate on the basis of race, gender, ethnicity, religion, national origin, age, disability, or disabled veteran status in providing educational services and programs, or in the employment process, pursuant to Federal and State statutes and regulations pertaining to unlawful discrimination.