

**DAWSON COMMUNITY COLLEGE
POSITION DESCRIPTION**

TITLE: Faculty Instructor – Agriculture
DATE: March 2026
SUPERVISION RECEIVED: Dean Academics

DEPARTMENT: Academics - Transfer
FLSA STATUS: Full-time, tenure-track faculty
SUPERVISION EXERCISED: Student
Employees; Work Study Students as needed.

POSITION NUMBER: F99990

SALARY RANGE: \$37,630 - \$76,828

**** WAGES COMMENSURATE WITH EDUCATION & EXPERIENCE ****

Dawson Community College is unable to sponsor candidates for citizenship, permanent residency, or any immigration status at this time.

SUMMARY OF WORK: The faculty instructor for Agriculture is responsible for assisting in the instruction of agriculture-related courses within our transfer and career and technical business tracks. Instructional faculty have the important responsibility of creating an innovative learning environment both inside and outside the classroom to inspire success and excellence in student learning. This faculty is responsible for collaboration within our Agriculture program for program development and improvement, student recruitment and advising, dual enrollment, and articulation. This person demonstrates the academic and professional qualifications and relevant experience in education required for providing effective leadership for the program and students in both transfer and career and technical tracks.

EMPLOYMENT WITH DAWSON COMMUNITY COLLEGE:

Employees at Dawson Community College are required to demonstrate kindness, respect, integrity, and professionalism toward others. We adhere to the highest ethical standards in the fulfillment of our jobs, to honor the College. Employees at DCC hold themselves and each other to a higher threshold of respect and practice respect for the people with whom we work and serve. Respect creates an atmosphere conducive to belonging, unity, connection, and success while learning.

Professionalism at Dawson Community College involves being mindful of our actions when interacting with students, colleagues, and community members. Respect for those with whom we share the common goal of serving students is a core value and is reflected in all job performance evaluations.

Employees at Dawson Community College support and promote a positive image of Dawson Community College.

DUTIES AND RESPONSIBILITIES:

- Develop and teach courses in agriculture-related subjects such as agribusiness, animal science, natural resource management, and livestock technology.
- Design engaging lessons that incorporate hands-on learning, fieldwork, and industry-relevant practices.
- Instructors are required to track and update student grades at regular intervals, including 30-day, mid-term, 60-day, and final grade assessments.
- Utilize various instructional methods, including lectures, demonstrations, laboratory exercises, and online learning tools.
- Provide instruction for courses at a variety of times and in a variety of delivery methods (e.g., face-to-face, HyFlex, online, etc.)
- Develop and administer assessments, including exams, projects, and practical evaluations, to measure student learning outcomes.
- Incorporate emerging agricultural technologies, sustainability practices, and modern farming techniques into the curriculum.
- Provide academic advising and career guidance to students pursuing agricultural degrees, certifications, or career pathways.
- Support and mentor students in agriculture-related extra-curricular activities, including an agriculture club.
- Encourage student involvement in internships, apprenticeships, and work-based learning opportunities in the agriculture industry.
- Foster a supportive learning environment that meets the needs of all students. This may include additional academic support.

- Develop and update curriculum to align with industry standards, workforce demands, and agricultural advancements.
- Collaborate with local farms, ranches, agribusinesses, and agricultural extension services to enhance program relevance and job placement opportunities.
- Develop laboratory and field-based learning experiences to give students practical, hands-on training.
- Participate in professional development activities, including industry conferences, workshops, and continuing education courses.
- Serve on college committees, task forces, and advisory boards to support institutional goals and community engagement.
- Engage in outreach efforts to recruit students into agriculture programs and promote awareness of career opportunities in the field.
- Work with the Dean of Academics or designee to provide input into the budget process to ensure adequate resources are available and recommend needed equipment and supplies for the program.
- Demonstrate a positive and professional relationship with students, colleagues, alumni, administration, and the community.
- Ensure congruence of program policies and procedures with those of Dawson Community College.
- Ensure compliance with regulatory bodies, including but not limited to the Board of Trustees, Board of Regents, and Northwest Accreditation.
- Perform other related duties for the good of the College as assigned by the Dean of Academics or designee.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of the employee.

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

This institution is an equal opportunity provider.

Required Qualifications:

- Master's Degree in Agriculture or other directly related field. All coursework must be from an accredited college or university.
- Demonstrated affective communication skills and ability to build strong relationships with local high schools and community organizations.
- High level of professionalism and confidentiality.
- Must be able to take initiative and work independently as well as part of a team.

Preferred Qualifications:

- Teaching experience (either at the college or secondary level)
- Doctorate Degree
- Online teaching experience

COMPLETED APPLICATION PACKET MUST INCLUDE:

- Completed Dawson Community College application • Current resume
- Cover Letter
- Copies of all college transcripts
- Three professional references (names, addresses, and phone numbers).

INQUIRIES MAY BE DIRECTED TO:

**Human Resources Department hr@dawson.edu
406-377-9430**

Qualified protected class individuals are encouraged to apply. Dawson Community College must comply with the Immigration Reform and Control Act of 1986. If hired, you will be required to provide documents to show your identity and authorization to work as well as information to conduct a background check.

Nondiscrimination Policy:

Dawson Community College does not discriminate on the basis of creed, race, religion, gender, national origin, age, disability, veteran status, genetic information, pregnancy status, marital status, gender identity or expression, or sexual orientation with respect to access, employment, programs, or services.

The College is in compliance with Executive Order 11246; Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Title IX regulation Implementing Educational Amendments of 1972; Section 504, Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the 1991 Civil Rights Act; the Age Discrimination in Employment Act of 1967, as amended; the Vietnam Era Veterans' Readjustment Assistance Act of 1974; Title 49, the Montana Human Rights Act; and all other federal, state, and college rules, laws, regulations and policies.

Inquiries or complaints concerning these matters should be brought to the attention of Daisy Nyberg, Title IX Coordinator.
Telephone: (406) 377-9412. **Email:** dnyberg@dawson.edu.. **Mailing Address** Daisy, Title IX Coordinator, 300 College Drive, Glendive, MT 59330