

**NORTH COUNTRY COMMUNITY COLLEGE**  
**23 Santanoni Avenue**  
**Saranac Lake, New York 12983**

**POSITION DESCRIPTION**  
**BIOLOGY / SCIENCE INSTRUCTOR**

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|------------------------------|-------------------------------------|
| <b>Job Title:</b>            | Biology/General Science Instructor  |
| <b>Job Status:</b>           | Full-time                           |
| <b>Department:</b>           | Science Department                  |
| <b>Immediate Supervisor:</b> | Science Department Chair            |
| <b>Area Supervisor:</b>      | Vice President for Academic Affairs |

North Country Community College (NCCC) is a small community college serving Essex and Franklin Counties since 1967. The main campus is located in Saranac Lake, with additional campuses in Malone and Ticonderoga. While the College offers numerous majors, including several occupational programs, the College focuses on a liberal arts education as a foundation for any degree program. Several courses and programs are offered in multiple modalities from fully on-campus to fully online. Class size tends to be relatively small, providing opportunities for individualized instruction and focused academic advisement for each student.

**General Job Description:** A full-time biology instructor at NCCC instructs approximately five (5) courses, 15 credit hours, per semester. Lab instruction is generally part of one's workload and is included in this formula. Instructors should be able to teach in a variety of formats including on-ground, hybrid, video-conferencing and online and are expected to learn and use a course management system to support their courses. Class size is typically between 24-40 students in lecture classes with 20-24 in lab sections. As part of the Science Department, the instructor is expected to participate and share in the work of the department. All instructors are expected to provide extensive academic advising to all students on the instructor's advisee list. All instructors also are expected to participate in College committee work facilitating the shared governance approach to the management of the College. Instructors are members of a collective bargaining unit and work under a collective bargaining agreement (CBA). The academic work year is 164 days.

Two positions are available and will commence with the 2026-2027 academic year. One position will be based on the Saranac Lake, New York campus and the other will be based on the Malone, New York campus. Both positions may have instructional duties on at least one other campus.

**Major Duties and Responsibilities:**

1. Instruct Science offerings at a minimum of thirty (30) credit hours per academic year at a maximum of two of the College's three locations (Saranac Lake, Malone, and Ticonderoga). Instruction of more than thirty credit hours results in extra compensation (per the CBA).
2. Be available for, and provide a minimum of five (5) office hours per week for student advisement and remediation.
3. Learn and use the College's Learning Management System to support course offerings, including communicating with classes, posting course-related documents, and tracking and submitting grades. Training to support learning the system will be provided by the College.
4. Perform as an academic advisor which includes, but is not necessarily limited to, scheduling of classes, review of degree audits and progress, schedule changes, referral to additional resources within the College, and other advisement-related functions deemed necessary to keep each advisee on track facilitating retention.
5. Contribute meaningfully to the life of the Science Department, including attending and participating in departmental meetings, course and program development and assessment activities including course-level, general education and program assessment.
6. Review, refine and update course syllabi and course outlines on a regular basis in concert with departmental colleagues and chair.
7. Work closely with the College Registrar and Records Office staff concerning registration and scheduling of students, course section add/drops, mid-term and final grade submission, and other requests that occur outside of the academic year.
8. Serve on College committees and participate in College Governance.
9. Contribute and participate in outside activities to help promote goodwill and service.
10. Develop with supervisor and maintain a professional growth plan.
11. Remain current and up-to-date in all areas within the biology and environmental science discipline.
12. Order appropriate supplies, textbooks and other instructional-related materials in a timely and economically-sound fashion taking into account student need and budgetary constraints.
13. Conduct oneself in a professional manner promoting good relations with College employees, students, parents, local community members, jurisdictional representatives, and visitors.
14. Maintain an awareness of, and function within, the current requirements of the NCCC Rights and responsibilities, Equity Action Plan and Drug Awareness Plan, and other related employment requirements as outlined in the current NCCCAP Collective Bargaining Agreement (CBA).
15. Be cognizant of and maintain appropriate behavior as outlined in all College policies.

16. Perform other duties as assigned by the department chair, or College officer.

**Principle Performance Requirements:**

1. Instruct general science and related biology courses, primarily anatomy and physiology and general biology lectures and labs.
2. Advise students in a variety of degree programs including, but not limited to Liberal Arts, Environmental Science, and Health Sciences.
3. Work with departmental colleagues to routinely update, enhance, and expand the science offerings in support of the academic programs at the College.
4. Participate in the life of the College including involvement in shared governance and other areas of service.
5. Effectively work with diverse groups across the College community.
6. Possess and exercise strong written and verbal communications skills as well as strong interpersonal skills.

**Qualifications for the Job:**

1. **Education:** Master's Degree in Biology, General Science, or a related field required.
2. **Experience:** Instructional experience is required, and community college-level instruction is preferred. Three (3) to five (5) years of instruction preferred.

**Key Competencies:**

1. Strong verbal and written communication skills.
2. Strong interpersonal skills.
3. Attention to detail.
4. Instructional knowledge, skills, and abilities.
5. Knowledge of student advising.
6. Responsiveness, timeliness, and professionalism.

**Salary Information:**

Salary range is \$49,000-\$55,000/year and is based on experience and level of education.

**College Non-Discrimination Statement:**

North Country Community College does not discriminate. We embrace and encourage the celebration of differences and affirm the rights of individuals guaranteed by state and federal laws and the U.S. Constitution. We reject all manifestations of discrimination or harassment on the basis of race, color, national origin, religion, creed, age, disability, self-identified sex, gender identity or expression, status of being transgender, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, carrier status, military or U.S.