

Southwest Tech is committed to providing a welcoming environment and a sense of community where all employees can experience success. We empower and inspire all members of the Southwest Tech community to embrace differences, defend human dignity, and respect the richness of values and ideas that each person brings to the college.

POSITION	Automation/Electro-Mechanical Technology Instructor
APPLY BY	Full-Time, Benefitted
HIRE DATE	Position Open Until Filled To be determined upon hire
DIVISION	Academics
REPORTS TO	Executive Dean of Industry
CLASSIFICATION	Salaried (190 days over 9 months)
POSTING DATE	February 13, 2026

SUMMARY

Are you an experienced automation professional ready to share your knowledge and shape the future workforce? Southwest Tech is looking for an Automation Instructor to train the next generation of skilled workers in industrial automation, robotics, motor controls, and PLCs.

Why Join Us?

- No prior teaching experience required – we provide training to help you transition into education.
- Hands-on, industry-focused instruction – bring your real-world expertise into the classroom.
- Work directly with local manufacturers – develop training programs to upskill employees and meet industry needs.

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE

Teach & Train

- Lead hands-on, college-level courses in PLCs, robotics, motor controls, and industrial automation.
- Assist in the development of new automation degree program aligned with industry trends.
- Work with students on real-world manufacturing projects to improve automation and efficiency.
- Collaborate with manufacturers as part of U.S. Department of Energy-funded Wisconsin Energy Partnership (WEP), a two-year multi-partner energy initiative, ensuring performance goals are met on time and within budget. To assess workforce training needs and develop customized training programs.

Inspire Future Talent

- Engage high school students with dual-credit courses and career exploration.
- Participate in STEM events and career fairs to promote automation careers.

TRAINING AND EXPERIENCE

Must-Have:

- Associate degree or higher in Automation, Industrial Technology, Electro-Mechanical, Robotics, or a related field.
- 5+ years of industry experience in automation, PLC programming, robotics, or motor controls.
- Strong technical knowledge of manufacturing automation and smart manufacturing.
- Excellent communication skills and a passion for mentoring the next generation.

Nice to Have (But Not Required):

- Experience developing training programs or instructional materials.
- Familiarity with Allen-Bradley, Siemens, or other major PLC systems.
- Certifications in automation, robotics, or related fields.

SKILLS

- **PLC Programming** – Proficiency in programming and troubleshooting PLCs (Allen-Bradley, Siemens, etc.).
- **Robotics** – Hands-on experience working with industrial robotics systems.
- **Motor Controls** – Knowledge of AC/DC motors, motor starters, VFDs, and control logic.
- **Industrial Automation** – Broad understanding of automated manufacturing systems, sensors, HMIs, and industrial networks.
- **Smart Manufacturing** – Familiarity with modern trends like IIoT, machine data collection, and connected systems.
- **Technical Troubleshooting** – Ability to diagnose and resolve automation and control system issues

PHYSICAL REQUIREMENTS STATEMENT

Southwest Tech is committed to creating an inclusive and accessible workplace. While certain job roles may require physical capabilities, we welcome applicants of all abilities and are committed to providing reasonable accommodations throughout the hiring process and in the workplace.

APPLICATIONS

Internal and External applicants complete and submit the online employment application at www.swtc.edu/jobs. For questions regarding the application process, or if you need an accommodation, please email Human Resources at humanresources@swtc.edu or **608.822.2314**. (TDD: 608.822.2072)

SALARY RANGES

Bachelor's (BS) Equivalency \$51,221-\$81,444

Advanced (AS) Equivalency \$53,878-\$85,666

Master's (MS) Equivalency \$56,533-\$89,888

BENEFITS/SERVICES

Our comprehensive benefit package includes the following and much more:

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| • Health Insurance | • Health Club Access | • Additional Voluntary Benefits |
| • Dental Insurance | • Wisconsin Retirement System Contribution | • Paid Time Off |
| • Vision Insurance | • On-campus day care (hourly rate charged) | |
| • Life Insurance | • College Savings Program | |
| • Long-Term Disability | | |
| • Health Savings Account | | |

SELECTION PROCESS

The Review Committee will screen applicants and contact them for an interview. Meeting the minimum qualifications does not assure the candidate an interview. Final candidate's employment offer may be subject to completion of a criminal background check and pre-employment drug screening.

Southwest Tech does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. The Equal Opportunity/Affirmative Action Officer has been designated to handle inquiries regarding non-discrimination policies. Call 800-362-3322, Ext. 2315 (TDD: 608-822-2072) or write Southwest Tech, 1800 Bronson Blvd., Fennimore, WI 53809.