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	**Software Development Instructor [Full Time/Benefitted]**
APPLY BY	**October 1, 2025**
HIRE DATE	**January 1, 2025**
DIVISION	Industrial Occupations
REPORTS TO	Dean of Industrial Occupations
CLASSIFICATION	Salaried (Exempt)
POSTING DATE	August 8, 2025

SUMMARY

Southwest Tech is a leading institution dedicated to advancing technology education. We are seeking a passionate and knowledgeable Software Developer Instructor with a specialization in Artificial Intelligence (AI) to join our dynamic team.

The Software Development Instructor will be responsible for teaching and mentoring students in software development with a focus on AI technologies. The ideal candidate will have a strong background in software engineering, AI, and machine learning, and a passion for education. Instructor will work with students in the Associate of Science program as well as with industry

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE

- **Curriculum Development:** Design and develop comprehensive course materials and curriculum for software development and AI-related subjects.
- **Instruction:** Deliver engaging and interactive lectures, workshops, and hands-on labs on software development and AI topics.
- **Mentorship:** Provide guidance and support to students, developing work-based learning to further their understanding with complex concepts and succeed in their studies.
- **Assessment:** Create and grade assignments, projects, and exams to evaluate student performance and provide constructive feedback.
- **Stay Current:** Lead program currency, engage at state and national level to ensure continual currency and relevancy. Keep up to date with the latest advancements in AI and software development to ensure the curriculum remains relevant and cutting-edge with industry practices.
- **Collaboration:** Work with other faculty members to integrate AI topics into broader computer science and engineering courses.

TRAINING AND EXPERIENCE

- **Advanced Programming Proficiency:** Mastery of programming languages such as Python, Java, C++, and R. Experience with AI frameworks like TensorFlow, PyTorch, and Keras.
- **Machine Learning Algorithms:** Deep understanding of machine learning algorithms, including supervised, unsupervised, and reinforcement learning.
- **Data Modeling and Evaluation:** Expertise in constructing and evaluating models using metrics such as accuracy, precision, recall, and F1 score.
- **Neural Networks and Deep Learning:** Proficient in neural networks, deep learning techniques, and their applications.

- **Data Handling:** Ability to manage and process large datasets efficiently.
- **Mathematical and Statistical Skills:** Strong foundation in probability, statistics, and linear algebra.
- **Problem-Solving:** Excellent analytical and problem-solving skills to develop innovative AI solutions.
- **Communication Skills:** Excellent verbal and written communication skills, with the ability to explain complex concepts in a clear and understandable manner.
- **Teaching Experience:** Previous teaching or training experience is highly desirable.
- **Passion for Education:** A genuine interest in helping students learn and grow in the field of AI and software   development.

KNOWLEDGE

- **Bachelors degree in related technology area of study (software engineering, computer science, computer engineering, etc)**
- **5+ years of related industry experience**

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:

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

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.