

Collegiate School

Minds that seek. Hearts that serve.



2022

DIRECTOR OF ATHLETICS PROSPECTUS



Application Deadline March 15, 2022

103 N. Mooreland Rd. Richmond, VA 23229

thefinneysearchgroup.com/collegiate-ad-application

ATHLETICS AT COLLEGIATE SCHOOL

The mission of Collegiate School is to create a diverse and inclusive community of learners committed to a challenging and supportive educational experience that will foster the intellectual, moral, emotional and physical development of each student. Key to achieving this mission are our robust athletics program and exceptional coach-mentors, which have long been hallmarks of the Collegiate student experience. Leading our expansive program of 80 athletic teams (7th-12th Grade), sports performance and athletic training and overseeing youth sports, our next Director of Athletics will have the opportunity to build on a strong foundation to shape a strategic vision for the future of Collegiate School athletics.

As the challenges of the past few years have proven, sports are essential to cultivating social-emotional wellness and creating community. Our program is meant to cultivate a lifetime of healthy habits of mind and body and makes a major impact on the School's nearly 1,700 students. While the Cougars have a reputation for excellence and the stats to prove it, we also strive for healthy, grounded attitudes about trying, winning and accepting outcomes.

Collegiate's athletics program is about far more than just skills; we strive for excellence of self and a team focus. We expect our coaches, athletes and members of the Collegiate community to understand and value teamwork — the willingness to surrender personal ambition and acclaim in favor of team growth and accomplishment — to develop a sense of self-discipline, humility, camaraderie and loyalty, and to engage in an effort in which the total is greater than the sum of its parts.

This past fall, we were honored to win three VISAA state championships in Girls' Cross Country, Boys' Soccer and Girls' Tennis; four league championships in Field Hockey, Boys' Soccer, Girls' Tennis and Volleyball; and a Sportsmanship Award in Football. Collegiate's athletes are recognized not just by their trophies, plaques and uniforms, but by their integrity, enduring qualities of character, demeanor and self-confidence. We can't wait to welcome our new leader.

GO COUGARS!



BY THE NUMBERS



80

ATHLETIC TEAMS
(Varsity, JV, Cub)



277

**THREE-SEASON
ATHLETES**
(Grades 7-12)



402 STUDENTS

earned All-LIS, All-Metro,
All-Prep or All-State distinction
in the past five years

66



alumni currently playing
at the college level

121

COACHES

(69 teacher-coaches
and 52 part-time coaches)

3

**ATHLETIC TRAINERS
WHO ARE BOARD
CERTIFIED**

SPORTS OFFERINGS

Collegiate has more than 80 teams (Varsity, Junior Varsity and Cub) across a wide range of sports. Girls compete in the League of Independent Schools (LIS). Boys compete in the Virginia Prep League. At the state level, we are a member of the Virginia Independent Schools Athletic Association (VISAA.)

FALL

Boys' Cross Country
Girls' Cross Country
Field Hockey
Football
Boys' Soccer
Girls' Tennis
Girls' Volleyball

WINTER

Boys' Basketball
Girls' Basketball
Futsal (Co-ed)
Boys' Indoor Track
Girls' Indoor Track
Boys' Swim and Dive
Girls' Swim and Dive
Wrestling (Co-ed)

SPRING

Baseball
Golf (Co-ed)
Boys' Lacrosse
Girls' Lacrosse
Girls' Soccer
Softball
Boys' Tennis
Boys' Track and Field
Girls' Track and Field

FACILITIES



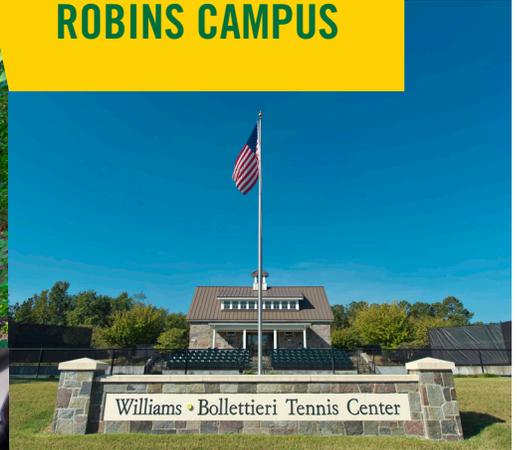
MOORELAND CAMPUS

- 54 acres, fully developed
- 29 buildings, with 377,230 square feet under roof
- Grover Jones Field (synthetic turf) and Jim Hickey Running Track
- One multi-purpose practice field
- Seal Athletic Center - 1500 seat basketball gym, weight room, training room, wrestling room and two dance studios
- Jacobs Gym - 500 seat basketball gym
- West Gym
- 535 parking spaces



FACILITIES CONTINUED

ROBINS CAMPUS



- 180 acres, 69 acres developed
- Six buildings, with 27,729 square feet under roof
- 10 full-sized playing fields, one of which is synthetic turf
- Sam Newell Baseball Field
- Softball field
- Tennis facility with Championship Court and 12 practice courts
- Cross-country course
- Mountain Bike Trail System
- Kathy Watkinson Ivins '73 Sports Performance Center
- 552 parking spaces

COLLEGIATE AQUATICS CENTER



- Home of SwimRVA, which strives to make water safety and aquatic fitness more accessible to all.
- 50 meter, eight lane competition pool
- 25 yard, six lane multi-purpose pool
- Therapy pool
- Seating in the competition pool area for 700 spectators
- Community room
- Fitness and exercise room
- Locker rooms
- Lobby with swim shop and concessions



ABOUT COLLEGIATE SCHOOL

Collegiate School is a co-educational, independent day school located within 20 minutes of downtown Richmond, Virginia, for students in Junior Kindergarten through 12th Grade. For more than 100 years, Collegiate has nurtured inquisitive thinkers, responsible citizens and compassionate leaders. Grounded in the values that have sustained it over the course of more than a century, Collegiate provides its nearly 1,700 students with an engaging academic environment dedicated to preparing them for a globally connected and changing world.

The essence of Collegiate School is the richness of relationships among students, faculty, coaches, parents, administrators and alumni in a dynamic learning community with high personal and academic expectations. This exceptional educational environment enables students to develop their potential for intellectual growth, leadership and service.

OPPORTUNITY

Collegiate School is seeking a dynamic Director of Athletics who is responsible for providing strategic leadership to sustain a comprehensive athletic operation designed to provide students with a well-rounded experience that offers opportunities to develop fully as athletes, competitors, teammates and individuals. As a member of the senior administrative team, the Director of Athletics is responsible for nurturing the School's culture as well as executing a strategic vision for the future. This position is responsible for the day-to-day operations of the athletics program, including recruiting, retaining and mentoring a diverse and talented athletic staff; providing fiscal oversight for the athletic department budget; and working closely with department and divisional leaders, faculty and staff and parents to instill in our students a lifelong love of physical activity, a true sense of fair play and the joy of competitive effort, regardless of outcome. This is a full-time, 12-month exempt position reporting directly to the Head of School.

POSITION DETAILS | DIRECTOR OF ATHLETICS, JULY 1, 2022



The Director of Athletics will manage the day-to-day operations of the Athletic Department, including:

- Manage Varsity, Junior Varsity and Cub level (Middle School) sports and oversee developmental youth programs.
- Manage a complex and expansive program in the context of a school with high academic expectations.
- Ensure that all athletic programs are conducted according to the policies of the School and all participants meet the standards of good sportsmanship.
- Recruit, hire, develop and maintain an inclusive and diverse athletic and seasonal coaching staff and supervise assignments so that they are ideally carried out according to School philosophy.
- Play an important school-wide role as a member of the highly collaborative Administrative Team.
- Establish, manage and monitor the athletic budget.
- Oversee the purchase of all athletic equipment and uniforms.
- Manage athletic assemblies and award presentations.
- Serve on the Hall of Fame and other athletic committees.
- Attend Prep League, League of Independent Schools, Regional and State Athletic Director meetings as well as US Directors', Administrative Team and Head of School meetings.
- Create mutually beneficial relationships with Prep, LIS and VISAA-member schools and athletic directors that are important to the athletic program's success.
- Provide professional development opportunities through speakers and in-house sessions as well as sending staff to sport-specific clinics and conferences.
- Provide direction and leadership to Varsity team captains.
- Guide aspiring student-athletes through the college recruitment process.

Oversee the following:

- Arranging of team schedules, the use of fields and facilities, transportation and officials for all contests.
- Confirming the receipt of medical authorization forms, Training Rules Agreements, concussion education forms and overnight trip forms.
- Record keeping of individual contests and team results as well as team and individual awards.
- Generation and sending of game contracts for all contests.

Other Duties:

- Contribute beyond the position description to support the strategic vision of Collegiate School.
- Serve as teacher, advisor or coach as appropriate.

Successful candidates will possess the following qualifications and competencies:

- Solid academic credentials, robust experience and a commitment to lifelong learning.

- A strong record of success in athletics and school administration, with a minimum of five years administration experience.
- Demonstrated skills in the leadership of a large coaching staff. High integrity and a role model to coaches and athletes. 10 years coaching and/or teaching experience.
- CAA designation (Certified Athletic Administrator).
- Ability to create strong relationships and articulate the School's mission statement.
- Experience in and commitment to the ongoing development and maintenance of an inclusive campus community.
- Excellent communication skills with the ability to communicate the School's shared purpose; builds trust among colleagues; is accountable; lives up to commitments.
- Understands the big picture and handles areas of responsibility in a manner consistent with the School's mission and values. Offers assistance within the office especially during busy times.
- Authentic leader who relates to the Collegiate community, including faculty, staff, students, parents and applicants in a collaborative and inspiring manner.
- Meets deadlines, demonstrates effective use of time and handles multiple assignments simultaneously.
- Understands the need for growth and is receptive to constructive feedback.
- Given the nature of personnel-related work, maintains confidentiality at all times.
- Willing to take the initiative, be adaptable and respond to a fast-paced environment.
- Ability to remain calm under pressure and in emergency situations.

The School is committed to a policy of non-discrimination and equal opportunity for all employees and qualified applicants without regard to race, color, gender (including pregnancy), age, religion, national origin, ancestry, sexual orientation, disability, veteran or military status, marital status, genetic information, or any other status protected by applicable law. Employment decisions at the School are based on merit, qualifications and skills.

CANDIDATES MUST DEMONSTRATE A COMMITMENT TO THE SCHOOL'S CORE VALUES AND MISSION

HONOR

Personal integrity and devotion to the truth, which make one trustworthy, forthright, responsible and fair.

LOVE OF LEARNING

A creative spirit that promotes intellectual and personal growth through exploration, inquiry and openness to change.

EXCELLENCE

A sustained commitment to meeting high standards of character, achievement and personal accountability.

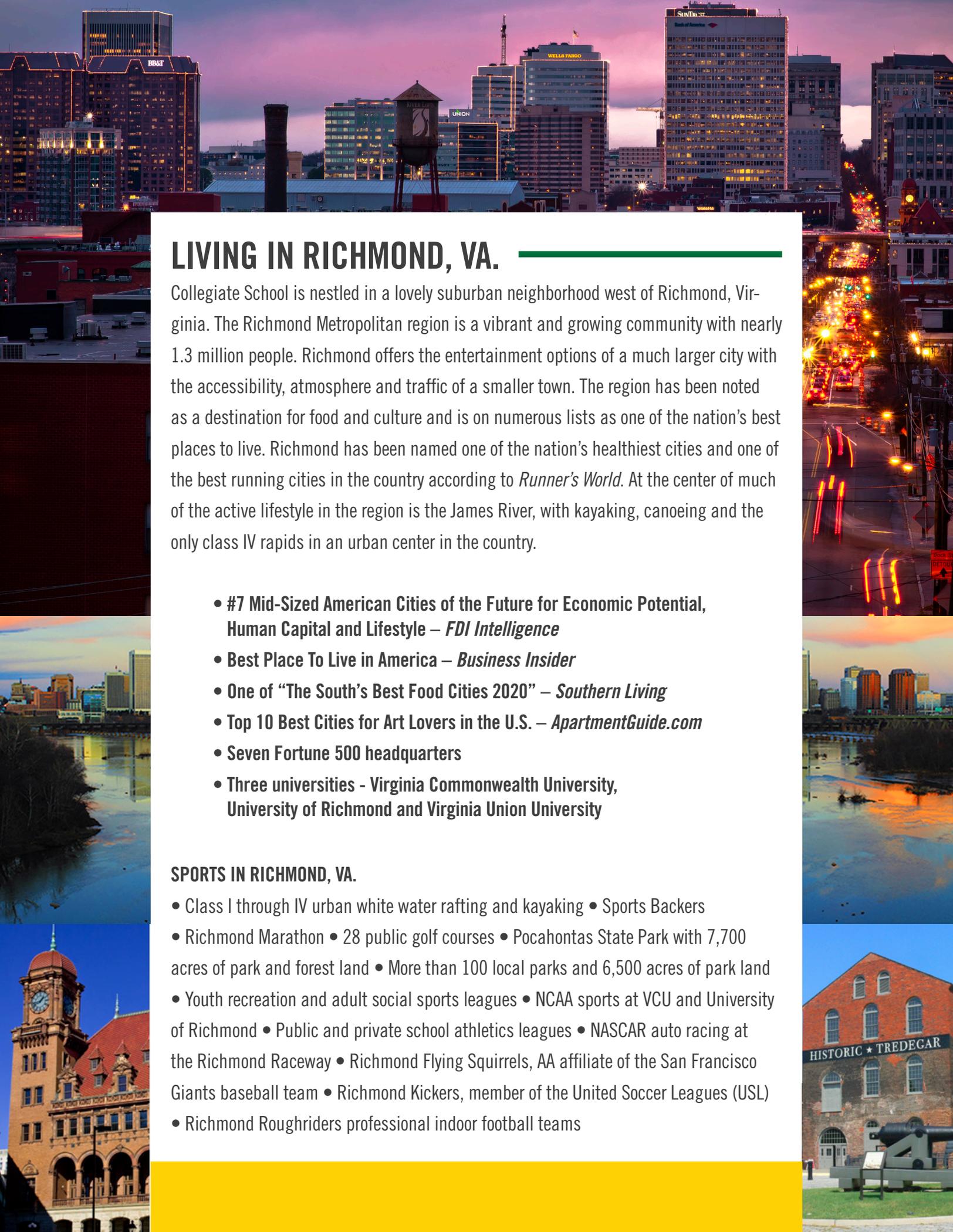
RESPECT

Fundamental regard for the dignity and worth of each individual.

COMMUNITY

A commitment to responsive and compassionate citizenship and service on campus, in the local community and in the broader world.

The Finney Search Group has been engaged to provide candidates to the School. All interested individuals are encouraged to submit a resume, cover letter, Statement of Educational/Athletic Philosophy, and a list of references to www.thefinneysearchgroup.com/collegiate-ad-application. Applications sent directly to the School will not be considered. Deadline for receipt of full application materials is March 15, 2022.



LIVING IN RICHMOND, VA.

Collegiate School is nestled in a lovely suburban neighborhood west of Richmond, Virginia. The Richmond Metropolitan region is a vibrant and growing community with nearly 1.3 million people. Richmond offers the entertainment options of a much larger city with the accessibility, atmosphere and traffic of a smaller town. The region has been noted as a destination for food and culture and is on numerous lists as one of the nation's best places to live. Richmond has been named one of the nation's healthiest cities and one of the best running cities in the country according to *Runner's World*. At the center of much of the active lifestyle in the region is the James River, with kayaking, canoeing and the only class IV rapids in an urban center in the country.

- **#7 Mid-Sized American Cities of the Future for Economic Potential, Human Capital and Lifestyle – *FDI Intelligence***
- **Best Place To Live in America – *Business Insider***
- **One of “The South’s Best Food Cities 2020” – *Southern Living***
- **Top 10 Best Cities for Art Lovers in the U.S. – *ApartmentGuide.com***
- **Seven Fortune 500 headquarters**
- **Three universities - Virginia Commonwealth University, University of Richmond and Virginia Union University**

SPORTS IN RICHMOND, VA.

- Class I through IV urban white water rafting and kayaking • Sports Backers
- Richmond Marathon • 28 public golf courses • Pocahontas State Park with 7,700 acres of park and forest land • More than 100 local parks and 6,500 acres of park land
- Youth recreation and adult social sports leagues • NCAA sports at VCU and University of Richmond • Public and private school athletics leagues • NASCAR auto racing at the Richmond Raceway • Richmond Flying Squirrels, AA affiliate of the San Francisco Giants baseball team • Richmond Kickers, member of the United Soccer Leagues (USL)
- Richmond Roughriders professional indoor football teams



COLLEGIATE'S ATHLETIC PROGRAM REPRESENTS CHARACTER, CHAMPIONSHIPS, HUMILITY AND CONNECTIONS. TO SEE OUR ATHLETES BEING ACTIVE AND ENGAGED AND JOYFUL, GIVING SUCH COMMITMENT TO SOMETHING BEYOND THEMSELVES, IS INSPIRING.”

- Penny B. Evins, Head of School

PHYSICAL ACTIVITY REQUIREMENTS

LOWER SCHOOL

P.E. Classes JK-4th Grade

Optional Cougar Sports Zone clinics and seasons in Grades 3-4

MIDDLE SCHOOL

P.E. Classes 5th-8th Grades

Optional Cougar Sports Zone clinics and seasons in Grades 5-6

Cub Sports Grades 7-8 (Multiple teams for each sport allow all students who wish to participate to be included. Cub teams participate in interscholastic competition.)

UPPER SCHOOL

Two season fitness requirement (Most students complete the requirement through participation on athletic teams. Students may also opt to participate in Outdoor Collegiate programs, after school fitness, after school yoga or after school dance courses.)

LEAD A TALENTED TEAM

In addition to the recruiting, hiring and development of over 121 part-time seasonal and faculty team coaches, the Director of Athletics is responsible for leading a highly accomplished Athletic staff, including an Associate Athletic Director, two Assistant Athletic Directors, two Athletic Trainers, two Sports Performance Coaches, an Administrative Assistant and four other positions in the Athletic Department who are directly responsible for the day-to-day operations of a strong School athletic and youth sports program.



Collegiate
School

103 N. Mooreland Rd.
Richmond, VA 23229

Application Deadline
March 15, 2022

thefinneysearchgroup.com/collegiate-ad-application