



ST. MARK'S SCHOOL
SOUTHBOROUGH, MASSACHUSETTS

DIRECTOR OF ATHLETICS
WINTER 2022

St. Mark's School seeks applications and recommendations for the position of Director of Athletics.



About St. Mark's School

St. Mark's is an independent, co-educational boarding and day school for students from 9th through 12th grade on 250 acres in the picturesque suburb of Southborough, Massachusetts, only 25 miles from the cultural and social center of Boston. St. Mark's is a school with an inclusive educational pedagogy and has been providing transformative experiences for their students since its founding in 1865.

The school's diverse and talented student body is composed of 375 boarding and day students from 24 states across the United States and 10 countries around the world. Students benefit from intellectually and academically rigorous curriculum, a small class size, and a 6:1 student-faculty ratio. The school's curriculum is based on the philosophy to advance three core values: intellect, character, and leadership, while also learning the skills to become curious, well-rounded, and responsible citizens of the world.

This framework isn't limited to the classroom; it extends to a student's life in the dorms, on the athletic fields, and through leadership opportunities, experiential and community engagement. St. Markers are prepared to make a meaningful difference in whatever arena they choose to focus their energy and talents in.

St. Mark's remains affiliated with the Episcopal Church; however, the community embraces students, faculty, and staff from all faith and non-faith traditions, encouraging and supporting them in religious and spiritual diversity. The school's required twice-weekly interfaith chapel service is a place to build and foster unity and respect across the school. Faculty and administrative staff are encouraged to share dining hall meals with faculty and students

and attend sporting events, student performances, and other campus-wide events so they may be fully integrated in the St. Mark's community.

St. Mark's commitment to community and equity is integral to its mission of encouraging curiosity, self-reflection, personal development, and service. The school has made great strides to go beyond the surface to address social,



racial, and ethnic injustices through investing in counseling and mental health services for Black, Brown, and Asian students, establishing professional development trainings for faculty, staff, and alumni, and through a Community and Equity program that includes a strategic plan for antiracism in the St. Mark's community. Additionally, the Admission team is focused on establishing a new, more inclusive rubric and open-ended essay questions about lived experiences as part of their admissions process.



About Athletics at St. Mark's

The St. Mark's Athletic Department enhances the School community by providing competitive athletics and fitness activities for all students. Our entire School community embraces athletics as an integral part of our students' overall education, designed to teach resilience, teamwork, goal-setting, and a lifelong commitment to health and fitness.

St. Mark's is a member of the Independent School League (ISL), a highly competitive league made up of schools in Massachusetts, Rhode Island, and the New England Preparatory School Athletic Conference (NEPSAC). All ISL member schools are committed to establishing healthy competition that promotes fair play in a positive, supportive atmosphere. We are very proud that our teams have earned numerous ISL and New England Championships and are often the recipient of the ISL Sportsmanship Award, selected by a vote of league coaches and awarded to one deserving school in each sport at the end of each season.



About the Position

The Director of Athletics provides leadership and management of the School's athletic program. This program includes an interscholastic component, a recreational component, strength and conditioning, and athletic training. The Director of Athletics is responsible for promoting, along with the School's coaches, outstanding education through athletics. This education builds self-confidence, self-discipline, and cooperation, and it encourages healthy habits of exercise that can last a lifetime. The Director of Athletics is responsible for ensuring the highest levels of sportsmanship among coaches, players, and fans. The Director leads a department that includes an Associate Director, an Assistant Director, an Athletic Training Staff, and an Equipment Manager. The Director of Athletics reports to the Head of School and is a member of the School's Senior Administrative Team.

Key Responsibilities

- Assign, supervise, and support teachers and outside coaches, in collaboration with the Assistant Head of School, for the full range of competitive and recreational sports
- Select and provide supervision and support for direct reports
- Participate in faculty hiring decisions to ensure that coaching needs are met to the greatest extent possible by teaching faculty
- Hire outside coaches when necessary
- Manage the Athletic Department Budget
- Oversee management of the School's athletic facilities
- Oversee management of daily functions necessary for effective operation of the athletic program. Also responsible for keeping athletic records up-to-date and athletic pages of the School's website current
- Represent the school to the ISL and NEPSAC
- Oversee liaison role with the Admission Office

Key Qualifications

- Experience, knowledge, and appreciation for independent schools and the ability to effectively articulate a school's mission
- An appreciation for the Episcopal tradition and culture
- A strong record of success in athletics and athletic administration
- Knowledge of best practices in athletics
- Demonstrated skills in leading coaches
- Appreciation for the value of all extra-curriculars as foundations of a well-rounded education
- A natural role model for appropriate performance expectations and behavioral boundaries for students, faculty, and parents
- Flexible, adaptive, and solution-oriented; a natural collaborator and team player
- Independent with a high level of accountability



WE OFFER

VARSITY

FALL:
Cross Country
Field Hockey
Football
Soccer

WINTER:
Basketball
Hockey
Squash
Wrestling

SPRING:
Baseball
Crew
Golf
Lacrosse
Softball
Tennis

JV

FALL:
Field Hockey
Soccer
Football

WINTER:
Basketball
Hockey
Squash

SPRING:
Baseball
Crew
Lacrosse
Tennis

THIRDS

FALL:
Field Hockey
Soccer

WINTER:
Basketball
Squash

SPRING:
Crew

HEALTH/FITNESS

Fitness
Strength/
Conditioning
Taekwondo
Yoga

FAST FACTS

375	Enrolled students
100 ⁺	Multisport varsity athletes
50	Athletic teams
25	Percent of our 2021 graduates are playing collegiate athletics
70 ⁺	Current SM graduates playing collegiate athletics
210	Acres on campus
11	Outdoor fields
9	Olympic athletes and counting!

OUR ATHLETIC MISSION

The St. Mark's Athletic Department enhances the school community by providing competitive athletics and fitness activities for all students. Our entire school community embraces athletics as an integral component of our students' overall education, designed to teach resilience, teamwork, goal-setting, and a lifelong commitment to health and fitness.



The next Director of Athletics must have a passion for holistic education, viewing Athletics as a vehicle for guiding our students' development, supporting them as they seek to fulfill the educational outcomes articulated in the St. Mark's Mission Statement. This includes challenging students to think critically and creatively to discover and make meaning; to communicate skillfully in a variety of modes; to collaborate effectively, demonstrating openness to diverse perspectives and new ideas; and to cultivate knowledge of self, including healthy habits of mind, body, and spirit. The Director of Athletics should demonstrate strong interpersonal, organizational, and communications skills with students, parents, and colleagues. Additionally, the Director of Athletics should have a deep understanding of and passion for supporting St. Mark's commitment to becoming an antiracist school.



St. Mark's School is proud to be an equal opportunity workplace. We believe that tolerance of diversity and inclusion is not sufficient but that we are most effective when we celebrate it, we support it, and we thrive on it

for the benefit of our employees, our services, and our community. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local laws.

The Finney Search Group has been retained to provide candidates to the School. St. Mark's will not be accepting resumes sent directly to the School. **All interested candidates are encouraged to send a resume by January 21, 2022 to: <https://www.thefinneysearchgroup.com/stmarks-ad-application>.**

St. Mark's School is a small, coed, boarding high school with a strong, college preparatory curriculum. It offers competitive salaries and a generous benefits package including retirement plan, paid vacations, and medical insurance. St. Mark's School provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, national origin, gender, age, sex, sexual orientation, disability, or genetics, and any other characteristic or status protected by law.

For more information about St. Mark's School, please visit www.stmarksschool.org.



 @smlions @smathletics