



GREENWICH ACADEMY

Athletic Director

Greenwich Academy
Greenwich, Connecticut

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The Opportunity

ST Search is assisting Greenwich Academy in the search for its next Athletic Director. Greenwich Academy (GA) is a college-preparatory day school serving approximately 830 girls and young women in Pre-K through grade 12.

Greenwich Academy's mission is to develop girls and young women of exceptional character and achievement who demonstrate independence, resilience, courage, integrity, and compassion.

For nearly 200 years, GA has fostered in girls and young women a joy for learning and the pursuit of excellence in any endeavor, be it academic, athletic, or artistic. The school's motto, Toward the Building of Character, is baked into the GA experience, a through line that spans divisions and disciplines. From a student's first Opening Day to her confident walk out of the Commencement tent, every GA girl is part of a caring and inclusive community supporting all aspects of student growth.

Greenwich Academy's athletic philosophy emphasizes fostering excellence while developing sound character. The program focuses on sportsmanship, discipline, dedication, and teamwork, ensuring every girl can compete

regardless of experience or skill level. GA's athletics program has a rich tradition of success. The Gators have been crowned either team or individual champions in the New England Preparatory Athletic Council (NEPSAC) more than 25 times. Additionally, GA student-athletes regularly continue their sport at the collegiate level. In 2023 alone, GA had 22 women go on to compete at colleges and universities across the country.

The next Athletic Director will be responsible for leading and managing the school's athletics program, including budget management, strategic planning, coordinating schedules, and supporting coaches and staff to maintain program continuity. Additionally, they will oversee the physical education program, evaluating and updating curriculum as needed, ensuring compliance with safety regulations, and promoting lifelong fitness habits among students. They will foster a positive and inclusive culture, shaping the future of both programs for continued excellence.

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To Apply

Please complete the online [Application](#) to become an ST Candidate and submit a cover letter explaining your interest in and qualifications for this position.





Performance Objectives

Vision and Strategic Planning

- Develop and articulate a clear vision for athletic excellence that aligns with the school’s mission.
- Create a long-term strategic plan addressing program growth, resource allocation, personnel, facilities, and the balance between participation and competition.
- Establish a clear identity and goals for the athletic department, ensuring consistency across all teams and within programs.
- Communicate the strategic plan to all stakeholders and community members to ensure a broad understanding of the department’s direction.

Program and Coach/Physical Education Teacher Development

- Design and implement a structured training, mentoring, and evaluation system to enhance coaching quality and retention.
- Build a vertical coaching model that provides continuity from Middle School through Varsity levels.
- Offer professional development and support for coaches and physical education teachers, fostering accountability and consistency in coaching standards.

Equity and Inclusivity Across Sports

- Ensure equitable support, resources, and recognition for all teams, including sub-varsity and less prominent sports.
- Improve Middle School and sub-varsity programs by integrating them into the overall athletics vision.
- Evaluate and clarify policies around sports exemptions, middle schoolers playing on high school teams, and other related topics.

School Spirit, Marketing, and Community Engagement

- Develop initiatives to boost school spirit and engagement with athletics, including special game day activities, spirit wear, and student/faculty support.
- Improve the athletic department’s external communication through enhanced social media presence and better marketing of team successes.





The Position

Duties and Responsibilities:

- Member of the Senior Administrator Team
- Timely and effective communication with:
 - Student-athletes
 - Parents
 - Division Heads/Asst. Head of School for Student and Community Life
 - Communications Office
 - College Counseling Office
 - Admissions Office
 - Advancement Office
 - Faculty
- Recruitment, retention and mentoring of coaching staff
 - Post job opportunities to appropriate sites.
 - Facilitate evaluation of coaches by players.
 - Conduct goals and post-season meetings with coaches.
 - Provide professional development opportunities for coaches and physical education teachers.
- Oversee the athletic budget
 - Offsite contracts.
 - Student billing.
 - Credit card statements.
 - Evaluate budget requests to determine needs over wants.

- Oversee facilities
 - Communicate with facilities team regarding maintenance of on campus facilities.
 - Coordinate outside facility rentals.
- Oversee physical education curriculum and staff.
- Oversee transportation needs.
- Visible presence at athletic events managing fans as needed.
- Review and edit Athletics and Physical Education comments.
- Directs Captains' Council Meetings.
- Represent Greenwich Academy at FAA, WNEPSAA and NEPSAC meetings.

Required Skills and Abilities:

- Excellent verbal and written communication skills.
- Excellent interpersonal skills with the ability to facilitate meetings between players and coaches, coaches and parents, and coaching staff.
- Is effective at promoting the school's athletics program to potential families.
- Organizational skills to promote a smooth operation of programs.
- Has firm understanding of league rules and regulations to ensure school is compliant in all areas.
- Is fluent in the college recruiting process to help student-athletes and families navigate that journey.
- Has excellent time management skills with a proven ability to meet deadlines.
- Strong supervisory and leadership skills that promote a collaborative working environment.
- Ability to prioritize tasks and to delegate them when appropriate.
- Ability to function well in a high-paced and at times stressful environment.
- Is adaptable and can find humor in stressful situations.
- Proficient with Veracross, Finalsite and Microsoft Office Suite or related software.

Education and Experience:

- Bachelor's degree required, Master's degree preferred
- Five years of administrative experience in athletics and/or physical education





The School

History

As the oldest girls' day school in Connecticut—and sixth oldest in the nation—Greenwich Academy has never faltered in its commitment to notions of leadership, responsibility, and community, both on campus and in the world. Founded in 1827, GA has grown through distinct phases, adapting to the challenges of the times while maintaining its dedication to the school's motto: Toward the building of character. In 1914, the school transitioned to an all-girls institution, a move that shaped its modern identity. Since then, under the leadership of several prominent headmistresses, GA has expanded its campus, curriculum, and outreach efforts, while maintaining its focus on academic excellence and personal growth.

As the school approaches its 200th anniversary, it continues to evolve under the leadership of Margaret Hazlett. With a global, holistic approach, Hazlett is guiding GA into the future, ensuring it remains a place where girls can thrive and become leaders.

Academics

Rigorous academics are at the heart of a Greenwich Academy education. Students in all grades and across disciplines are inspired to ask questions, to explore new ideas, and to work independently and together to learn, discover, and create. Rooted in a traditional curriculum that prizes academic skill development, GA offers pioneering programs and learning opportunities that are innovative, experiential, and interdisciplinary. The college-preparatory program is designed to prepare every GA student to be an informed, thoughtful participant in the global community and to empower her to take ownership of her educational life.

The key to the extraordinary success of the academic program at Greenwich Academy is a world-class faculty dedicated to working with all students to help them achieve, to inspire them to wonder, and to cultivate in them the skills and the character necessary to be life-long learners who embrace and rise to challenges of mind, body, and spirit. GA teachers are experts in their fields and wholly dedicated to working with elementary and secondary-aged students.

Greenwich Academy classes are single-sex through grade eight. In Upper School, classes are coeducational as part of the coordination program with Brunswick School.

At a Glance

- Founded: **1827**
- Grades: **PreK-12**
- Total Enrollment: **834**
- Preschool Enrollment: **70**
- LS Enrollment: **168**
- MS Enrollment: **240**
- US Enrollment: **356**
- Student Diversity: **30%**
- Total Faculty and Administration: **213**
- Faculty Diversity: **19%**
- Student/Faculty Ratio: **6:1**
- Average Faculty Tenure at School: **11 years**
- Average Faculty Total Experience: **18.5 years**
- Faculty with Postgrad Degrees: **76%**
- Mean SAT/ACT: **1387/30**
- Highest Tuition: **\$55,830**
- Students Receiving Aid: **23%**
- Annual Budget: **\$47M**
- Endowment: **\$139M**
- Total Debt: **\$28M**
- Annual Fund Goal: **\$3.65M**
- Board of Trustees: **29**
- Accreditations: **NEASC**
- Most Recent Accreditations: **2018**

The Arts

The Greenwich Academy arts program offers a comprehensive and dynamic experience for students across all artistic disciplines. From visual arts and dance to film, theater, and music, students are encouraged to explore their creativity in myriad forms. With opportunities such as splashy upper school musicals, student art shows, fully immersive film productions, and interdisciplinary collaborations, GA fosters an environment where artistic expression thrives. The school emphasizes student-driven work, professional mentorship, and an expansive arts curriculum, ensuring that every student develops a lasting appreciation for the arts and their personal creative potential.



The School *(continued)*

Athletics and Physical Education

The athletic philosophy of GA mirrors that of every other field of endeavor at the school: Greenwich Academy is committed to fostering excellence within the context of developing sound character.

At every age, in every sport, students learn sportsmanship, discipline, dedication, and teamwork—and the student-athlete is the center of it all. Every GA girl has the opportunity to compete on a team regardless of her experience or skill level. A signature piece of the program is the quality of the relationships built between students and the inspiring, committed educators who teach their sport—as well as with each other. Most important, GA’s entire athletic community is informed by the school motto as girls, coaches, and fans alike win with grace, lose with dignity, and demonstrate resilience, courage, integrity, and compassion.

GA provides a myriad of ways for girls to gain confidence through movement, be it by participating in physical education, dance, or athletic programs. All offer the appropriate level of challenge to meet students' needs.

Lower School

From the littlest Gators taking quick laps down at Ridgeview Avenue Field to Group IV (grade 4) girls learning sport-specific skills and team concepts, physical education is a key part of Lower School life. It’s fun, to be sure, but it’s also purposeful and structured. Twice-a-week classes for PC and CC (preschool and kindergarten) ramp up to three in Groups I-IV. And while they’re mastering technique and rules of play, they also learn how to lead and how to follow, how to compete and how to cooperate. And ultimately, they learn the fun of fair play.

Middle School

GA believes teamwork and competition are crucial learning experiences. In Groups V and VI, girls focus on sports and technique, refining skills and improving strategies to prepare them for team play. In Groups VII and VIII, students train and represent their school in the four sports offered each season. Except for game days and Wednesdays, teams practice for the last two periods of school. The Middle School Gators lay the foundation of the Upper School athletic program.

Upper School

GA fields more than 25 teams in 16 sports and has a long tradition of interscholastic success. Teams consistently compete for conference titles, and many extend their seasons to contend for New England and, for some teams, National Championships. Teams practice a maximum of two hours on non-game days. Training sessions are designed to provide the appropriate level of challenge with an increased expectation of performance at the varsity level.

Championships

Greenwich Academy’s athletic program boasts a strong tradition of excellence, with the Gators earning more than two dozen team and individual championships in the New England Preparatory Athletic Council (NEPSAC). Among these achievements, GA’s squash team has secured 15 national championships. GA has also laid claim to numerous Western New England Preparatory Athletic Association (WNEPSAA) titles, made up of schools in Connecticut and western Massachusetts. Finally, a founding member of the Fairchester Athletic Association (FAA), the Gators have won over a combined 100 FAA League Championships.





The Community

Greenwich, Connecticut, offers a blend of small-town charm and big-city convenience, making it an attractive place to live for a wide range of people. Nestled along the picturesque Long Island Sound, Greenwich boasts stunning waterfront views, a variety of outdoor activities, and beautifully maintained parks. Its historic downtown area, filled with boutique shops, gourmet restaurants, and cultural venues, provides a sophisticated yet welcoming atmosphere. Top-rated private schools such as Greenwich Academy are a significant draw for families, while its proximity to New York City — just a short train ride away — appeals to professionals seeking a peaceful suburban lifestyle with easy access to urban opportunities.

GA Sports Offerings

Fall

- Crew (Varsity, JV, Novice)
- Cross Country (Varsity, MS)
- Field Hockey (Varsity, JV, Thirds, MS Gold, MS Green)
- Soccer (Varsity, JV, MS Gold, MS Green)
- Volleyball (Varsity, JV, Thirds, MS Gators, MS Gold, MS Green, MS Silver)

Winter

- Basketball (Varsity, JV, MS Gold, MS Green, MS Gators)
- Ice Hockey (Varsity, JV, MS)
- Skiing (Varsity)
- Squash (Varsity A, Varsity B, JV, MS Gators, MS Gold, MS Green)
- Swimming and Diving (Varsity, MS)

Spring

- Crew (Varsity, JV, Novice)
- Golf (Varsity)
- Lacrosse (Varsity A, Varsity B, JV, MS Gold, MS Green, MS Silver)
- Sailing (Varsity)
- Tennis (Varsity, JV, Thirds, MS Gold, MS Green)
- Track & Field (Varsity, MS)
- Water Polo (Varsity)



Application Process & Timeline

For consideration, candidates should submit applications to ST Search at SouthernTeachers.com, along with a current resume and a cover letter explaining their interest in and qualifications for this leadership position.

Questions may be directed to Highley Thompson at Highley.Thompson@SouthernTeachers.com or 434-295-9122.

Please do not contact the school.

Initial interviews with the consultant at ST Search will be ongoing.

The new Athletic Director will begin work July 2025.