



POSITION STATEMENT

DIRECTOR OF ATHLETIC PROGRAM AND VISION

OVERVIEW

Brooklyn Friends School (BFS), a thriving PreK-12 Quaker school located in vibrant Downtown Brooklyn, seeks a visionary leader to serve (effective July, 2022) as Director of Athletic Program and Vision to guide a vibrant community of eager-to-learn and engage students, as well as highly committed and talented coaches and physical education colleagues (BFS uses the all-inclusive term, colleagues, to refer to all rather than one that delineates faculty/staff). Founded in 1867, Brooklyn Friends School's pillars of social justice, service learning/civic engagement, and Quakerism, serve as guideposts for our action-oriented collective work. [Our school's history](#) has been illustrious and reflective of the expansive nature of human experiences. Guided by our [mission](#), BFS provides a dynamic, diverse, and robust social/emotional environment and academic program that cultivates compassionate, intellectually curious, and confident changemakers. As a school, we affirm that human diversity includes, but is not limited to: race, ethnicity, culture, national origin, religion, gender, gender identity and expression, sexual orientation, age, socioeconomic class, family structure and physical ability, as well as diversity of thought, talents, and learning style.

[This short video](#) gives you a glimpse into our contemporary experience.

As part of our school's core identity and mission, Brooklyn Friends School offers an inclusive, diverse, and competitive athletic program that allows for all who participate to flourish and grow as student athletes exemplifying our school's Quaker values. The Director of Athletic Program and Vision will work to inspire students and coaches, ensuring that there is a firm focus on the development of life skills for those new to sports and accomplished athletes alike while building, training, and mentoring competitive teams. The Director will also ensure that Athletics are an integral part of our school's cohesive spirit, creating opportunities for collective engagement and support of all athletics events and experiences throughout the year.

The Leader

Brooklyn Friends School is at the precipice of a magnificent and impactful expansion of our community's athletic identity. We are seeking a visionary and committed leader, who, via partnership, is ready to take us through this incredible journey ahead. This is a new, ground-breaking position for BFS that includes a thought and action partnership with our Director of Athletic Operations, allowing for a sustainable and supportive leadership experience. Together, both leaders will collaborate to manage all aspects of Athletics at BFS.

The Director of Athletics Program and Vision is a vital leader in our community, who will partner with multiple school constituents to continue to cultivate an inclusive, antiracist, and

culturally responsive athletic school culture, which aligns with all aspects of our school. Integral to the position are consistent reflection and assessment and the ability to guide and shape our efforts towards further evolution and growth.

We seek a leader with creativity and courage, empathy and thoughtfulness, strength, and wisdom, who can envision institutional change at the policy, cultural, interpersonal, and individual levels. We seek a leader willing to pose the challenging questions and dilemmas present in our human fabric today that center identity, diverse perspectives, and the necessity to act upon, not just aspire to, all that a socially just, integrity-centered, and healthy community stands for and does as it pertains to athletics.

The Director of Athletic Program and Vision will specifically oversee all aspects of the Athletics Arc and related curricular offerings, including hiring, development, and supervision of coaches. This leader will have oversight of all elements of the student athlete existence, including the observation of teams and coaches during practices and games, implementation of a standard of conduct for all coaches, families, and athletes, and the generating of a vision for the present and future of our athletic identity. Additionally, the Director will work strategically throughout all aspects of the School. This includes promoting Brooklyn Friends School to prospective families in conjunction with the Office of Enrollment Management, developing and organizing a framework for connectivity with families of student athletes in concert with applicable departments, such as Advancement, Communications, and College Counseling, representing Brooklyn Friends at league, state, and national meetings, and working closely all division heads to consider the arc of development in athletics and physical education for our students. In partnership with divisional leaders, the Director will oversee the evaluation and professional development of our Physical Education Team.

The Director will report to the Assistant Head of School and serve as an integral member of the school's Leadership Team led by the Head of School.

Qualifications and Characteristics Sought:

Educational Leadership

- Ability to develop and implement short and long-term athletic strategic goals and track meaningful and measurable outcomes
- Experience as a teacher and teacher-leader with deep knowledge of pedagogy, curriculum, and child and adolescent development
- Demonstrated experience with the development of athletic partnerships that offer opportunities for innovative and experiential collaboration
- Possess knowledge of and experience in facilitating points of engagement among student athletes, their families, colleagues, and coaches grounded in mutual respect and belonging
- Knowledgeable in research, data acquisition and analysis, and successful implementation of strategies currently shaping effective and emboldened athletic

programs in diverse educational settings including public and private Prek-12 and colleges/universities.

Management Proficiency

- A highly adept and efficient decision maker and skilled communicator who seeks broad input and is known for transparency and collaboration
- Demonstrated success on carrying out strategic goals and initiatives and in leading teams
- Program development experience from conception to delivery of ideas
- Project management skills in implementing multi-layered and intersectional programs, supervising personnel, and managing a budget

Personal Qualities and Professional Requirements

- Master's degree preferred, preferably in education and/or educational administration or other related/applicable fields
- A dedicated lifelong learner in their respective field(s) and beyond
- An appreciation for the ideals of Quaker philosophy and Brooklyn Friends School's mission. Comfort with and desire to learn more about Quaker values and decision-making practices
- Demonstrated sensitivity, knowledge, and understanding of the diverse backgrounds of community members with a continuous focus on the healthy development of our student athletes
- Excellent leadership abilities, interpersonal and collaborative skills, speaking and writing skills, strong listening skills, organizational skills, and the ability to follow through required
- A detailed thinker with the ability to work independently as well as collaboratively, flexibly, and thoughtfully in a fast-paced and ambitious environment with minimal supervision
- A leader with high character and impeccable integrity with the ability to handle sensitive information with discretion and tact

To apply, please provide the following:

1. Resumé/Curriculum Vitae – Candidates are encouraged to include hyperlinks to applicable examples of their work in their professional journey
2. A Personal Statement/Cover Letter addressed to Head of School, Crissy Cáceres, that expresses the ways in which your journey in the world of athletics/physical education has demonstrated the school's pillars of Equity and Belonging, Quakerism, and Service Learning/Civic Engagement and how you see yourself further making them actionable within the context of your leadership
3. List of four references with name, title, relationship, and contact information
4. Optional: Any other documents, media, or artifacts from your experience that you think represent you in an authentic manner
5. Email the above as attachments or (if possible) one comprehensive PDF to hr@brooklynfriends.org. Please put as subject line, **Director of Athletic Program and Vision**. Thank you!

