



## Director of Alumni and Community Engagement

Thacher School  
Ojai, California

The Thacher School is one of the most selective and highly regarded boarding schools in the nation. Founded in 1889 by Sherman Day Thacher, the School serves academically talented students from over 20 states and close to 10 countries in a rigorous college preparatory experience. More than 54% of students identify as people of color. The faculty and students live and work closely together on a 427-acre campus nestled in the foothills of the Los Padres National Forest in Ojai, California (85 miles north of Los Angeles). Honor, fairness, kindness, and truth are the cornerstones of School life. Together, the School community commits to the belief that demands in the academic classroom, when combined with those of mountains and horses, of sports and the arts, produce independent minds, strong bodies, and powerful character. The School enrolls 250 students, has an operating budget of \$28 million, and an endowment of \$180 million.

The Thacher School is dedicated to providing equal opportunities to all individuals regardless of race, color, religion, ethnic or national origin, gender, age, disability, sexual orientation, gender identity, gender expression, veteran's status, or any other factor that is a prohibited consideration under applicable law.

Thacher's track record of fundraising is exceedingly impressive. In 2021, the School completed an \$195 million campaign, adding a new dining hall and academic STEM center, and increasing the endowment. The annual giving and events programs are very strong—in recent years, 56% percent of alumni and 95% of parents supported the School. Thacher is among the most supported schools in the nation, raising \$5 million in the annual fund the 2021-2022 school year. Thacher alumni are dedicated, engaged, and involved. In recent years, the School conducted an investigation into historic sexual misconduct in an effort to learn from the past and live up to its values of honor, fairness, kindness, and truth. The alumni office works with alumni from historically marginalized communities to continue to learn and grow as a community.



Carney  
Sandoe  
& ASSOCIATES

Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com

### **Director of Alumni and Community Engagement:**

The Director of Alumni and Community Engagement works closely with the Alumni and Development team to create and implement alumni engagement activity at Thacher. They are responsible for developing, implementing, and managing a comprehensive alumni engagement strategy to strengthen relationships between Thacher and more than 3,800 alumni. Appropriate cultivation of alums is of great importance, with a special emphasis placed on the support of our Alumni Council, alumni affinity groups, reunion programming, local and regional alumni gatherings, electronic and print communication, and select advancement related events. This position also works closely with the Director of Stewardship and Donor Relations.



### **Major Functions and Responsibilities:**

- Communications
  - Implement regular communication with Thacher alumni that includes direct contact, e-mails, alumni web pages, and social media
  - Gather cross-organizational input to design and deliver a marketing strategy to alumni, including email and digital campaigns
- Partnering with Development
  - Collaborate closely with others on the development management team to identify alumni major donor prospects
  - Assist with implementation of Thacher's Reunion Giving and Class Rep programs
  - Work closely with the Director of Alumni Giving on engagement strategies for alumni
  - Cultivate philanthropic culture among all alumni
- Events
  - Manage reunion planning together with staff
  - Develop strategy for and attends alumni regional gatherings
  - Manage Assistant Director of Community Engagement and Events
- Engagement and Volunteer Management
  - Develop and maintain networking and gathering program for alumni
  - Develop mentoring program for senior classes and interested alumni
  - Oversee strategic planning and annual goals with the Alumni Council
  - Build relationships with and manage Class Rep volunteers
  - Work closely with the Director of Stewardship on relationship building, including carrying a stewardship portfolio
  - Be in regular contact with alumni, both reactively and proactively, including families of alumni upon the death of an alum
  - Support programming for diversity, equity, and inclusion work as it pertains to alumni and constituent relationships, including overseeing and supporting the creation of affinity groups and developing programming for alumni who identify as people of color and/or members of the LGBTQ+ community
  - Maintain strong relationships with faculty across campus to partner to bring in alumni speakers and visitors



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### Professional Qualities of Thacher Faculty & Staff

- Contributes to the delivery of the mission, vision, and values of the school community
- Builds, fosters, and participates in an inclusive school community
- Models lifelong learning, flexibility, and a growth mindset
- Maintains a commitment to professional development
- Maintains high standards of professionalism with students and colleagues
- Manages time effectively and meets deadlines and commitments
- Values collaboration with colleagues and participating actively in a community of students and adults
- Embraces signature Thacher programs including our backcountry program
- Exhibits flexibility and adaptability to change as needed

### Experience and Skills:

- Alignment with and ability to articulate the mission and values of The Thacher School
- More than five years' experience with advancement or Alumni Relations programs in higher ed or independent schools
- Experience communicating with constituents across demographics
- Experience with Raiser's Edge or an equivalent CRM, experience with Mac products preferred
- Experience managing others preferred
- Bachelor's degree required
- Demonstrated experience leveraging information to make sound, data-driven decisions
- Alignment with the School's focus on DEI work
- Project management skills, including planning, budgeting, and the ability to balance multiple tasks and projects while delivering quality work on schedule
- Trust, accountability, discretion, honesty, and teamwork



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**Compensation and Benefits:**

This is a full-time, year-round and exempt position. After a period of time, flexible and hybrid options may be available. Start date TBD. Salary range \$85,000-\$110,000 annually. Compensation for the role will depend on several factors, including a candidate's qualifications, skills, competencies, experience, and internal equity and may fall outside of the range shown. Thacher offers a competitive total rewards package, which includes a 403(b) match, healthcare coverage, and a broad range of other benefits. This position does not include on-campus housing.

**Interested Persons Contact:**

Jonathan K. Ball  
Managing Associate  
Carney, Sandoe & Associates  
617-933-3450 (dir)  
[jball@carneysandoe.com](mailto:jball@carneysandoe.com)

*All inquiries and nominations are kept confidential.*

*Thacher School does not discriminate on the basis of age, gender, religion, race, color, sexual orientation, gender identity, genetic information, disability, or national or ancestral origin in the administration of its educational policies, scholarship and loan programs, athletic and other School-administered programs, or in the administration of its hiring and employment practices. The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.*



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