

ATHLETIC DIRECTOR SEARCH

DEERFIELD ACADEMY

Deerfield, Massachusetts

deerfield.edu

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Core Values

- **Citizenship** in a spirit of humility, empathy, and responsibility
- **Face-to-face interactions** characterized by joy and generosity of spirit
- **Connectedness** to our unique setting and the contemporary world
- **Reflection and balance**, promoting intellectual vitality and self-understanding
- **Pursuit of mastery** built on a foundation of breadth and versatility
- **Shared experiences**, large and small, as sources of relationships, identity, and community

At a Glance



Boarding students: 576
Day students: 74
International students: 17%
Total faculty: 150
Faculty with advanced degrees: 56%
Student/teacher ratio: 4:1
Financial aid budget: \$16M

Students receiving aid: 40%
Endowment: \$921.5M
Annual operating budget: \$76.5M
Sports offered: 21
Athletic trainers: 3
Strength and conditioning coaches: 2



Overview

Deerfield Academy is an independent, co-educational, boarding and day school serving approximately 650 students in grade nine through postgraduate. Located in a historic village surrounded by river, hills, and farmland, Deerfield provides an environment that fosters reflection, academic pursuit, spirited play, lasting friendships, and a vibrant school culture. Committed to the highest standards of scholarship, citizenship, and personal responsibility, Deerfield offers a rigorous liberal arts curriculum, an expansive cocurricular program, and a supportive residential environment. The school encourages students to develop intellectual curiosity, physical well-being, and strong moral character.

Founded in 1797 by a charter signed by then-Governor Samuel Adams, Deerfield opened its doors to students in 1799 with a mission to promote “Piety, Religion, & Morality... in the liberal Arts and Sciences.” More than two centuries later, the Academy remains deeply rooted in tradition while preparing students for the demands of the modern world. Emblematic of this enduring spirit is Deerfield’s unique mascot—the Door—which represents openness to learning and the transition from youth to adulthood. Distinctive and deeply meaningful, the Door has become a cherished emblem for students and alumni alike, marking the threshold of growth and transformation that defines the Deerfield experience.

As true to its liberal arts foundation, Deerfield’s Athletics program plays a central role in shaping a student’s journey, fostering resilience, teamwork, and school spirit, while reinforcing the school’s commitment to balance between mind, body, and character. Deerfield Academy seeks a dynamic and visionary Athletic Director to continue to build on an already successful and nationally recognized athletics program. Reporting to the Associate Head of School for Student Life and collaborating closely with the senior leadership team, the Director of Athletics oversees the Deerfield’s athletic program and operations, ensures alignment with the school’s mission and values, and facilitates effective internal and external communications about Athletics at Deerfield. The ideal candidate will be an experienced and strategic leader with a proven track record of fostering excellence across a wide range of sports, while promoting integrity, sportsmanship, academic balance, and student well-being. This role requires exceptional leadership, organizational, and communicational skills, as well as a deep understanding of how athletics enrich the student experience within an elite academic environment.



Opportunities and Challenges

- Lead an expansive, mission-aligned athletic program that integrates competitive excellence with inclusive access and the holistic growth of student-athletes.
- Champion the value of the multi-sport athlete while addressing pressures toward specialization.
- Guide a highly engaged faculty-coaching model where athletic, academic, and residential responsibilities intersect.
- Engage meaningfully in admissions, helping support athletic talent in the context of institutional priorities and values.
- Collaborate across departments to support wellness and student development through athletics.
- Serve as a relational leader in a tight-knit, tradition-rich community with high standards and deep investment in its programs.
- Cultivate a robust sub-varsity program that prioritizes broad participation, while thoughtfully managing community expectations for competitive excellence across all levels.

Qualifications and Personal Attributes

Professional Qualifications

- Minimum 10 years of experience in coaching or athletic administration; experience in independent schools strongly preferred.
- Strong background in managing complex athletic programs, including logistics, facilities, scheduling, and staff development.
- Understanding of NEPSAC policies and experience working within an independent school athletic league or equivalent.
- Proven ability to oversee and support a wide range of sports, levels, and student experiences—from elite athletes to first-time players.
- Experience collaborating with Admissions, Advancement, Finance, Facilities, Health Services, and HR to align athletic priorities with institutional goals.
- Demonstrated success in recruiting, evaluating, and mentoring coaches and staff with a focus on equity and excellence.
- Effective use of data for program review, planning, and decision-making.



Leadership Style and Personal Qualities

- Thoughtful, visible, and highly relational leader who builds strong trust across students, coaches, faculty, and families.
- Skilled, empathetic communicator with exceptional verbal and written abilities; adept at navigating high-stakes, emotionally nuanced conversations with professionalism, clarity, and care.
- Wholehearted dedication to fostering the personal, emotional, and athletic development of student-athletes, embracing sports as a formative experience that extends well beyond competition.
- Skilled at establishing and maintaining healthy boundaries with consistency and emotional intelligence, helping to build trust and mutual respect in all relationships, especially when navigating sensitive situations such as parent communications, coaching decisions, or team dynamics.
- Committed to the values of equity, character, inclusion, and community connection in all aspects of leadership.
- Warm, approachable, and grounded in a consistent set of values and principles.
- Understands teenagers and enjoys being around them.
- Embodies and models Deerfield's ethos—respect for tradition, openness to innovation, and belief in the power of a shared educational experience.

Learn More

Click on the links below to learn more about Deerfield Academy.

[School Website](#)

[School Profile](#)

[School History and Traditions](#)

[About Deerfield, Massachusetts](#)

[Virtual Campus Tour](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position
- A current résumé
- List of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)

Lisa Parsons

Consultant

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Beth Dietz

Consultant

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The full-time salary range for this position is \$140,000-185,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.