

ATHLETIC DIRECTOR SEARCH

RAVENS CROFT SCHOOL

Raleigh, North Carolina

ravenscroft.org

Start Date: July 2026



RAVENS CROFT®



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission

The Ravenscroft community, guided by our legacy of excellence, nurtures individual potential and prepares students to thrive in a complex and interdependent world.

At a Glance



Established
1862



Total enrollment
1,255



Total employees
271



Endowment
\$27.7M



Students of color
37%



Financial aid awarded
\$3.8M



Teaching faculty with
advanced degrees
71%



Athletic teams
53
between MS and US



Annual operating budget
\$40M



Faculty of color
24%



Students receiving aid
19%



Campus size
135 acres

NCISAA Classification: 4A



Overview

A premier PreK through twelfth grade community in North Carolina's vibrant Research Triangle, Ravenscroft is guided by a legacy of excellence and boasts a history of robust, strategic, and creative academic and co-curricular programming that nurtures and prepares students to “thrive in a complex and interdependent world.” Alongside excellent academic, athletic, and artistic programs, Ravenscroft is deeply committed to supporting student health and wellness and preparing students to embody citizen leadership at Ravenscroft and beyond. [The Lead from Here](#) educational framework, one of the hallmarks of a Ravenscroft education, is offered through an exclusive partnership with the Center for Creative Leadership; from the earliest age, students develop leadership competencies including collaboration, accountability, strategic thinking, and empathy.

Ravenscroft's origins trace back to 1862, rooted in the final wishes of Dr. Josiah Ogden to establish a parish K-8 school dedicated to educating the youth of Raleigh. Renamed after the Right Reverend John Stark Ravenscroft in 1937, the school opened its doors that fall with 135 students and 10 employees. Now, after over 160 years of service and with a student population of 1,255, Ravenscroft is widely regarded as one of the finest PreK through twelfth-grade independent schools in the southern United States. In 1968, Ravenscroft relocated to its current 135-acre, wooded campus in North Raleigh, where the PK-12 school offers excellent facilities that support students' growth across many dimensions.

Ravenscroft is now seeking its next Athletic Director to work alongside Head of School Derrick Willard, who became the school's 15th Head in July 2024. As a visible member of the school community, the AD will champion student-athletes and serve as the face of the program, representing Ravenscroft in the greater Raleigh area. The AD will provide vision, leadership, and coordination to the athletics program, assuring the program's health, continued success (65 upper school state championships since moving to the new campus), and contribution to the overall mission of the school. The AD will join a highly collaborative senior leadership team, working closely with the Head of School and other members as a thought partner.



Teams and Facilities

Ravenscroft School offers a robust and well-balanced athletics program that supports student-athletes across a wide range of interests and skill levels. With 26 sports offered—14 for girls and 12 for boys—students have access to a broad spectrum of athletic opportunities at both the Middle and High School levels. The school fields 23 Middle School teams and 30 High School teams, reflecting a deep commitment to participation and development. This extensive program encourages multi-sport involvement, and participation rates at Ravenscroft consistently exceed national benchmarks.

The school's athletic facilities are a significant strength of the program. Ravenscroft boasts three gymnasiums, a weight room, a cardio room, six athletic fields (five of which are competition-ready), a well-equipped training room, and locker room capacity for nearly 1,500 athletes. All varsity fields are outfitted with scoreboards, PA systems, and spectator seating, and concessions are available at competition venues. Supported by 10 members of the athletics department staff, the school's diverse sports offerings and excellent facilities ensure that student-athletes are supported in meaningful and lasting ways, both on and off the field.

Roles and Responsibilities

The Athletic Director will work closely and collaboratively with facets of the Ravenscroft community in order to cultivate and curate the positive mission of the athletics department. Working closely with the senior leadership team, the Athletic Director will oversee the athletics staff, will be a visible presence within the Ravenscroft community and as an external bridge to the greater Raleigh area, and will help shape the daily lives of the Ravenscroft student-athletics. Additionally, the Athletic Director is the primary representative for Ravenscroft within the North Carolina Independent Schools Athletic Association. Core responsibilities are likely to include:

Strategic Leadership

- Develop and execute a long-term strategic plan for Raven Athletics.
- Define and communicate a unified vision and culture statement for the program.
- Align program goals with Ravenscroft School's mission.



Program Oversight

- Oversee all divisions (Lower School camps, MS, JV, Varsity), ensuring philosophical consistency.
- Monitor and support athletic offerings to maintain viability and competitive standards.
- Implement program alignment from youth development to varsity-level competition.

Staff and Coach Development

- Design and lead formal training, mentoring, and evaluation programs for all coaches.
- Cultivate and reinforce a culture of accountability, professionalism, and growth.

Equity and Inclusion

- Promote equity in resources, support, visibility, and game-day experience across all sports.
- Ensure fair treatment regardless of sport, gender, or athlete profile.

Stakeholder Engagement

- Act as primary liaison with the Ravenscroft Athletic Club.
- Lead structured councils (Parents Council, Coaches Council, Captains Council) for collaboration.
- Maintain transparent communication with parents, faculty, and students.
- Serve as a unifying figure in the community to build school spirit and trust.

Facilities and Resources Management

- Guide planning and prioritization of facility upgrades and equipment investments.
- Manage athletic budgets, including transparency and coach involvement in decision-making.

Student-Athlete Experience

- Encourage multi-sport participation and athlete development.
- Provide consistent feedback mechanisms and performance evaluations for athletes.
- Oversee the Student Athlete Leadership Training (SALT) program.
- Partner with the Director of Student Athlete Well-Being (counselor) to support all athletes.

Operational Excellence

- Optimize scheduling, transportation, and logistics for safety and efficiency.
- Oversee effective communication through the website, social media, and streaming platforms.
- Ensure compliance with league/state regulations and internal policies.



Qualifications and Personal Attributes

The Athletic Director will bring an impressive record as a community builder and athletic thought leader who has previously served in roles of considerable responsibility. The most competitive candidates will offer most or all of the following qualifications and qualities:

Qualifications

Proven experience in strategic planning, team management, and athletic program development. Familiarity with NCISAA regulations and the culture of competitive independent school athletics.

Personal Attributes

- **Visionary Leadership:** Ability to define and communicate a compelling vision for athletic success and culture.
- **Collaborative Communicator:** Skilled in building trust and communicating across constituencies.
- **Inclusive and Equitable:** Committed to fostering an environment where all athletes feel valued.
- **Strategic Thinker:** Capable of data-informed decision-making and long-range planning.
- **Culturally Competent:** Sensitive to diverse needs and perspectives across teams and individuals.
- **High Integrity:** Demonstrates fairness, transparency, and ethical decision-making.
- **Passion for Education-Based Athletics:** Believes in character development and life-long learning through sports.
- **Resilient and Adaptable:** Comfortable navigating change, conflict, and complex challenges.
- **Humor and Joy.**

Learn More

Click on the links below to learn more about Ravenscroft School.

[Athletics Handbook](#)

[Portrait of an Educator](#)

[School Website](#)

[Center for Creative Leadership](#) (school partner)

[School History](#)

[Student Athletic Leadership Training](#)

[Strategic Plan](#)

[Diversity, Equity, Inclusion, and Belonging](#)

[Vision and Core Values](#)

[College Matriculation](#)

[Portrait of a Graduate](#)

[About Raleigh, North Carolina](#)



To Apply

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing interest in this particular position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific to this search
- A 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)

Review of candidate materials will begin immediately. Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter as soon as possible to:

Rice Bryan

Senior Consultant

rice.bryan@carneysandoe.com

Tim Green

Athletics Practice Leader

tim.green@carneysandoe.com