

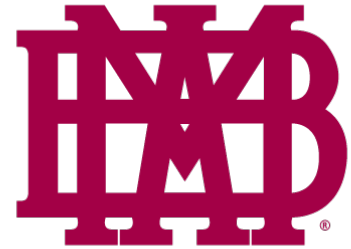
DIRECTOR OF ENROLLMENT MANAGEMENT SEARCH

MONTGOMERY BELL ACADEMY

Nashville, Tennessee

montgomerybell.edu

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission

Montgomery Bell Academy offers young men an exemplary college preparatory experience in an inclusive community, assisting them to be “gentlemen, scholars, and athletes” and young men of wisdom and moral integrity who will make significant contributions to society.

Motto

Strength Through Knowledge

At a Glance



Established
1867



Enrollment
850



Total faculty
110



Endowment
\$150M



Students of color
17%



Financial aid awarded
\$3.3M



Faculty with
advanced degrees
70%



Campus size
45+ acres Main Campus
200+ acres Long Mountain
Campus

Zip codes represented: 50

Faculty of color: 15%

Student/teacher ratio: 8:1

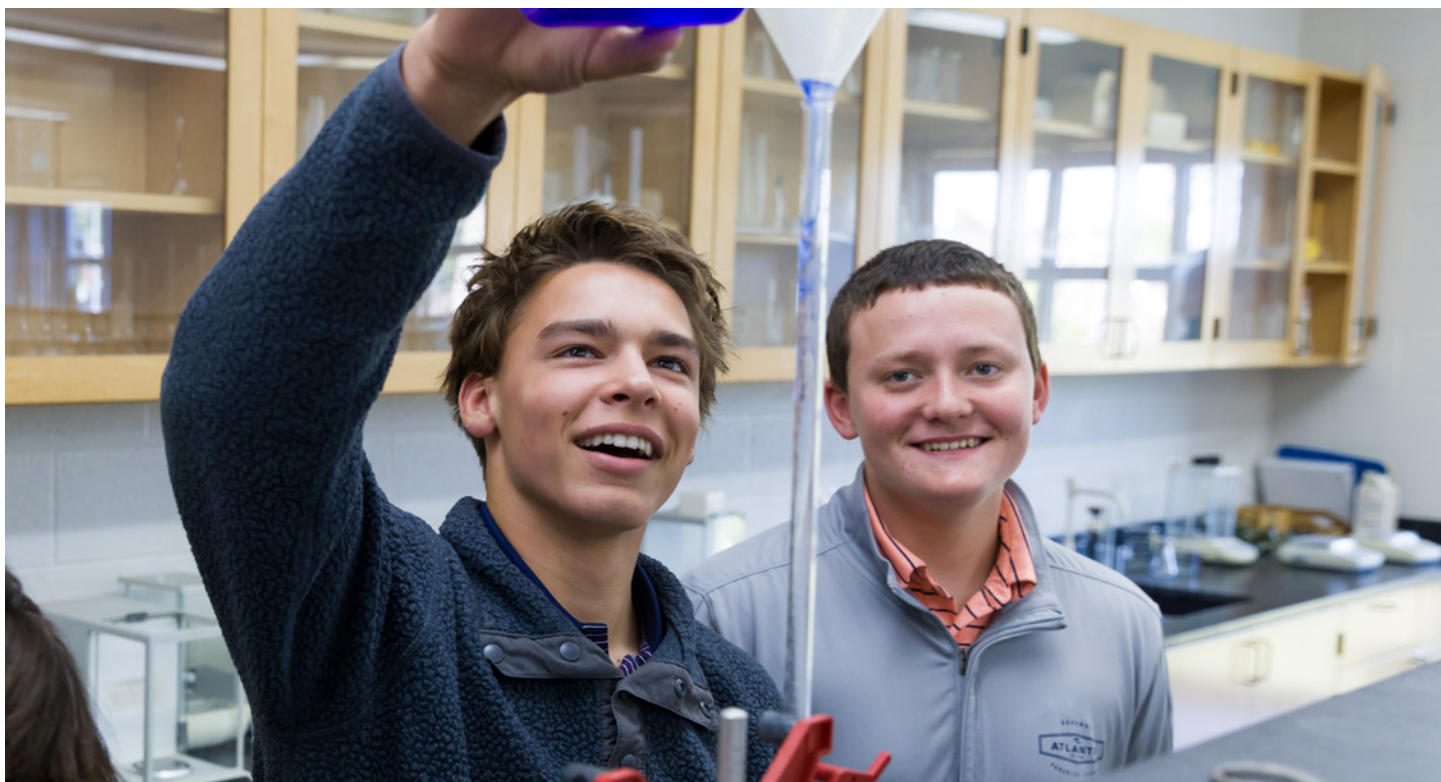
Students receiving aid: 20%

Annual (MBA) Fund: \$4.25M

Annual operating budget: \$39M

Clubs and extracurriculars: 80+

Varsity sports: 17



Overview

Founded in 1867, Montgomery Bell Academy (MBA) is the oldest independent school for boys in Tennessee, serving grades 7-12. MBA offers young men an exemplary college preparatory experience, assisting them to be “gentlemen, scholars, and athletes” and young men of wisdom and moral integrity who will make significant contributions to society. By the time they graduate, students possess critical life skills and a deep understanding of themselves, fully equipped to emerge as leaders in a fast-changing, global society. Montgomery Bell provides a classical education taught in a modern and innovative way that not only instills an intellectual drive in students but also builds life-long traits of empathy, resiliency, honesty, courage, and humility.

MBA seeks an experienced and strategic enrollment management leader to serve as Director of Enrollment Management working in close partnership with Head of School William Daughtrey. The appointee will be building from a position of strength given MBA's reputation in the region and history of strong enrollment. With a clear strategic and innovative mindset, the Director of Enrollment Management will lead the school in developing a strategic enrollment plan to broaden the applicant pool with mission-aligned families who will embrace the values of MBA. As a member of the school's senior leadership team, the appointee will be committed to developing a modern enrollment management strategy with clear compositional goals.

The ideal candidates for this position will be enrollment professionals with a strong background in enrollment leadership, cultivating teams, creating new initiatives to reach new markets, and enhancing data analytics to inform all aspects of a strategic enrollment plan. A desire to be fully engaged in the MBA community will be essential as MBA prides itself on establishing a deep commitment to every student and family throughout their time at the school.



School History

MBA was founded in 1867 by the President of the University of Nashville, John Berrien Lindsley, thanks to the generous donation from the late Montgomery Bell, a Pennsylvanian who came to Tennessee in the early 1800s. When Bell died without heirs in 1855, he left a donation to the University of Nashville for the “education of children not less than ten or more than fourteen years old who are not able to support and educate themselves and whose parents are not able to do so,” and thus Montgomery Bell Academy was born.

Over the past 158 years, MBA has grown tremendously from a two-room school with 26 scholars to 800+ students, three spacious campus locations, and international exchange programs that span the globe. While the school has evolved over the last century, its mission remains the same: to nurture in each MBA student a lifelong commitment to moral integrity and to make significant contributions to society.

The School

The school’s legacy is summed up in its ideal, “Gentleman, Scholar, Athlete.” To accomplish this, the dedicated faculty and staff provide a classical education in a single-sex setting where young men develop strong friendships and the intellectual rigor to thrive in a challenging environment. As Middle Tennessee’s only boys’ school, MBA is a place where a boy’s academic, extracurricular, and emotional needs remain the priority.

The teachers and administrators at MBA are some of the finest educators in the country, and while different teaching styles and pedagogies are employed, a common denominator among all of MBA’s faculty is their fierce dedication to the emotional and intellectual development of each student. Teachers strive to create a collaborative, inclusive environment where young men attain essential foundational skills and competencies while also igniting new passions and interests. The faculty embody the integrity and work ethic MBA expects from its students with seventy percent having earned master’s degrees or higher and twenty-one percent having earned doctorates. Intentional instruction is provided in small class sizes. The intellectual rigor yields results: ninety percent of students score three or higher on Advanced Placement exams and the School often leads the state in the number of students with National Merit recognition.



MBA provides a welcoming environment where each student feels valued and respected. Students enjoy extracurricular offerings that forge deep friendships and unparalleled enrichment offerings. While MBA students are as diverse as the 50 zip codes from which they come, what they share is a bond in brotherhood linked with a lifelong pursuit of excellence.

MBA benefits from a highly active and supportive network of almost 11,000 alumni who have become leaders within the community, the country, and throughout the world. The school also enjoys a dedicated Board of Trustees committed to maintaining a superior college preparatory education for young men.

Montgomery Bell Academy is a member of the National Association of Independent Schools (NAIS) and accredited by the Southern Association of Independent Schools and Cognia.

Nashville, Tennessee

Nashville is a thriving, vibrant city. Over the last decade, Tennessee's capital city has grown rapidly. With a foundation built on music, creative energy fills the city – and not just country music. Artists in every genre, from bluegrass to gospel and everything in between, come to Nashville to create, record, and perform. For fine arts enthusiasts, Nashville showcases a performing arts center, a world-renowned symphony, nationally recognized art museums, and an impressive botanical garden.

With an educational foundation that draws students and professionals from all over the country, Nashville earned the reputation as the “Athens of the South,” a name given to the city filled with educational institutions and classical architecture. Nashville is home to nearly two dozen distinguished universities and colleges, including Vanderbilt University, Fisk University, Tennessee State University, Belmont University, Lipscomb University, and Meharry Medical College. The legacy of higher learning draws people to Nashville to pursue academic degrees and medical training — and the city's welcoming environment often inspires people to make Nashville home long term.



As an international healthcare and technology hub, Nashville also draws both industry giants and start-up entrepreneurs energized to build something great. A buzzing food scene boasts restaurants run by James Beard award-winning chefs and food truck masterpieces – with cuisine of all kinds. Nashville is home to the largest population of Kurdish people in the country.

Sports give Nashvillians much to cheer about as the home of Tennessee Titans football, Nashville Predators hockey, Nashville SC soccer, and the Nashville Sounds minor-league baseball. The city also offers plenty of places to be active, with more than 10,000 acres and greenspaces across the city. With a burgeoning population of two million people, the city remains a small town at heart known best for its creativity, educational foundation, and strength of community.

Campus

MBA's beautiful main campus includes historical buildings and many green spaces in the center of Nashville. The campus consists of eight academic and administrative buildings, a 200,000 square foot, state-of-the-art Wellness Center, and numerous on-campus athletic facilities. Approximately two miles from the main campus is an additional 10 acres of playing fields in the Sylvan Park area.

Just 90 miles from Nashville is MBA's Long Mountain Campus. Long Mountain is home to various ropes course elements, beginning with the Low Ropes Course, which includes a Spider Web, Trust Fall, High Beam, and several other challenges. MBA has also constructed a High Ropes Course, which includes two Ziplines, an Odyssey Course, Giant Swing, Crate Stack, and a Pamper Pole. In 2011, MBA built an observatory with a twenty-four-inch telescope. The clear mountain air and distance from cities make Long Mountain an ideal place for stargazing. In 2020, the campus was expanded to include a pavilion, cabins, and yurts. The pavilion provides an open-air court that is an ideal setting for games, speakers, workshops, and gatherings. Each year, the Montgomery Bell Academy faculty and student body journey to the facility to hold the school's annual Leadership Retreat.



Opportunities and Challenges

Already in an enviable enrollment position, Montgomery Bell Academy's new Director of Enrollment Management will build upon the success of retiring long-time director Greg Ferrell. The appointee will partner with a strategic and energetic Head of School to imagine the next chapter of enrollment at MBA. They will keep one foot in the history and understanding of Nashville, MBA, and the school's heritage, while moving the other foot into the future as the admission landscape in Nashville evolves.

Employ strategic Enrollment Management practices to meet a changing marketplace. Design and implement a strategic enrollment management approach using data-informed strategies to ensure that MBA retains its positioning as the premier school of choice for boys in Nashville. Already serving students from 70 different sending schools and 50 zip codes, the increasing complexity of the position requires an experienced and talented enrollment leader to navigate a selective enrollment environment.

Expand presence within a growing Nashville market. The population of the Nashville metro area has grown steadily since 2020 and is projected to continue upwards through 2030. Ensure that awareness building captures this expanding market and increases the applications from a broad representation of zip codes and families. Develop new and maintain existing relationships with the numerous sending schools across the region.

Partner with communications to develop a strategic marketing approach. A dynamic and innovative new Director of Marketing and Strategic Communications is implementing a new website and CRM tools that will positively impact exposure to MBA and improve the school's ability to track progress through the enrollment funnel. The opportunity to create a dynamic and impactful partnership to build awareness of MBA including strategies to engage families new to the area. In addition, the Director of Enrollment Management will engage in the development of a strategic marketing campaign with persona-based messaging to enhance outreach and grow applications.

Continue to refine the use of financial assistance to build community. Establish a partnership with the Head of School to leverage financial aid to meet the school's goals for reflecting the Nashville population. Continue building upon a strong partnership with the alumni and development team to promote and execute the goals of the extensive Named Scholars Program.



Align admissions office structure with strategic enrollment and operational priorities. With a deeply dedicated enrollment team, the Director of Enrollment Management will implement ongoing goal-setting, professional development and leadership training of all team members. In addition, the appointee will have the flexibility to align all roles and responsibilities to maximize effectiveness of the office to carry out strategic enrollment plans.

Qualifications and Personal Attributes

The ideal candidate will be a seasoned and proven leader with deep experience in all aspects of enrollment, marketing, and admissions. Montgomery Bell Academy strives to hire people committed to the school's mission and values. The following qualifications are sought in the ideal candidate:

- Bachelor's degree required; Master's degree preferred.
- Minimum 5 years of admission/enrollment management experience and a strong understanding of the budget drivers that impact school finances.
- Confident and fluid storyteller who is able to convey MBA's unique qualities in person and in writing.
- Personable and warm approach to relationship building.
- Strategic thinker and creative problem-solver with ability to see the big picture.
- Superior interpersonal, organizational, leadership and managerial skills.
- Ability to work collaboratively with other school community members.
- Skilled manager who enjoys identifying and developing talent and has consistently created high-functioning teams and a welcoming atmosphere within the department.
- Ability to delegate effectively and coach team members towards goals.
- Skilled and facile with technologies that support student record management, analytical reporting, office operations, and social media strategy.
- Significant experience using technology including databases, spreadsheets, and surveys.
- Comfortable with the use of data to make strategic enrollment management decisions and to create effective board reports.
- Commitment to working in and fostering an inclusive community and demonstrated high EQ in working with families of all backgrounds.
- Ability to manage multiple complex tasks, meet tight deadlines and changing demands.
- A commitment to confidentiality and the highest ethical standards on sensitive matters.
- Engaged and visible in the life of the school, committed to building strong relationships with all constituent groups.
- Experience as a teacher, coach, advisor, at multiple grade levels is a plus.

Learn More

[Click here](#) to learn more about Montgomery Bell Academy.



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)

Charlotte Brownlee

Consultant

charlotte.brownlee@carneysandoe.com

Bill Leahy

Consultant, Enrollment Management Search & Consulting Practice Leader

bill.leahy@carneysandoe.com