

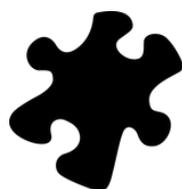


ATHLETIC DIRECTOR

Start Date: July 2026

Carolina Day School

Asheville, North Carolina | carolinday.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

To inspire students to become innovative thinkers who communicate with intelligence and clarity, create with vision and purpose, and act with courage and compassion to confidently make a meaningful difference in the world.

At a Glance



1936
established



607
total enrollment



18%
students of color



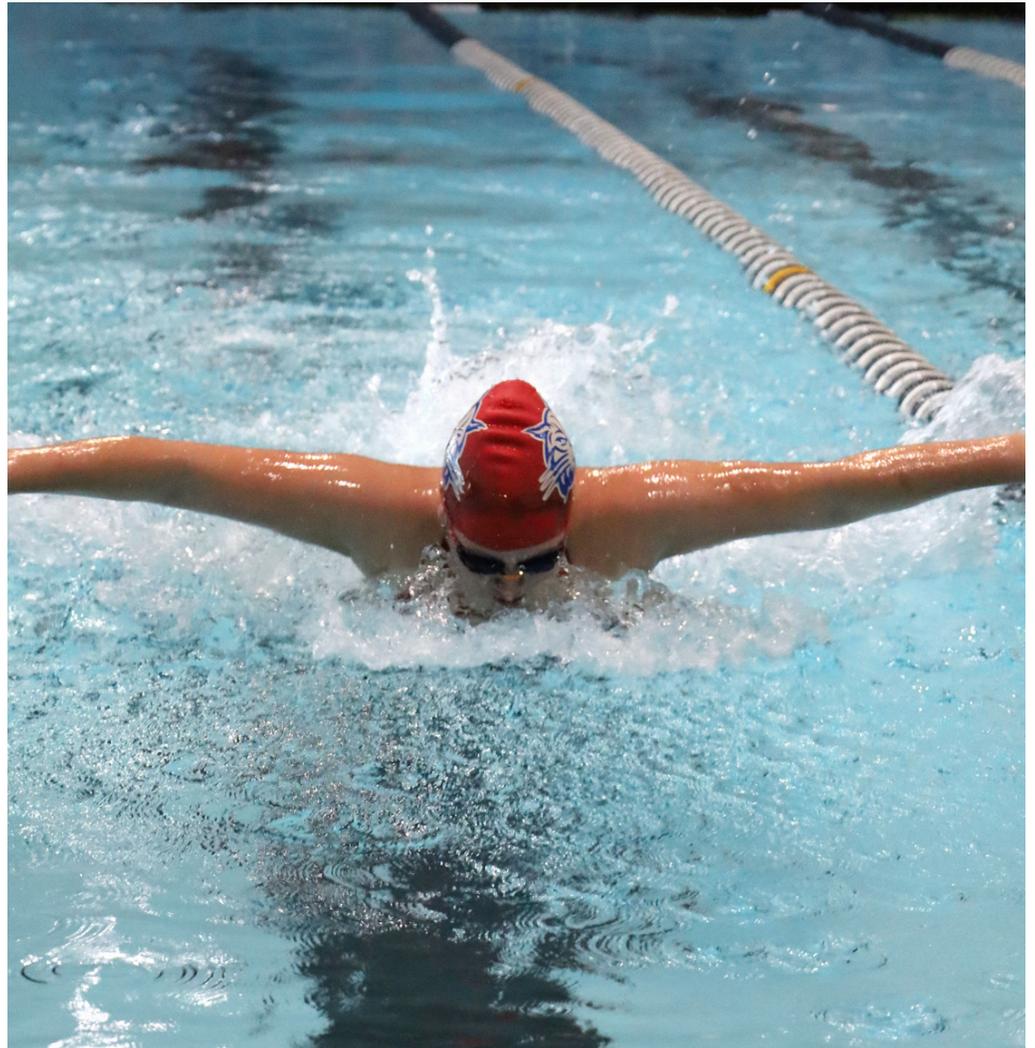
94
total faculty



7:1
student-faculty ratio



46 acres
campus size



OVERVIEW

Carolina Day School is a vibrant Junior Kindergarten-12 independent school serving approximately 600 students in Asheville, North Carolina. As Asheville's only co-educational, independent, secular day school, CDS holds a distinctive position in the regional educational landscape. With its recent recognition as the 2025 Best of Asheville Winner in Education, the school is one of Asheville's prized assets.

With a student-teacher ratio of 7:1 and dedicated and caring teachers as committed to academic excellence as they are to "meeting students where they are," Carolina Day provides an exceptional, personalized educational experience. The rigorous, comprehensive curriculum includes robust programs which guides an outstanding college counseling program, Carolina Day graduates attend and excel at the finest colleges and universities.

Alongside its commitment to academic excellence, singularly deep and meaningful relationships between students and faculty characterize the Carolina Day experience. Indeed, the school community's culture of belonging and respect fosters extraordinary family engagement with the school while also undergirding the school's commitment to social/emotional learning and character development. Amongst other co-curricular offerings, this culture is supported by deep athletic offerings, balancing the competitive spirit with a focus on student-athletic wellness. At Carolina Day, character, well-being, and leadership complement scholarship and academic achievement.

Carolina Day's 46-acre campus further reflects the school's commitment to excellence through thoughtfully designed and well-maintained facilities that support a comprehensive student experience. The school's athletic infrastructure is a particular strength, anchored by a new, lighted turf stadium that serves as a hub for outdoor competition and community gatherings. A recently renovated gymnasium complex—including a weight room, locker rooms, offices, and meeting spaces—along with a second full gymnasium, provides outstanding resources for both competitive athletics and student wellness. The turf stadium's press box and adjacent locker room and office spaces further enhance the program's functionality, underscoring Carolina Day's investment in facilities that elevate performance, collaboration, and school pride.



OPPORTUNITIES AND CHALLENGES

Carolina Day seeks their next Athletic Director. The next Athletic Director, who will be a member of the Leadership Team at the school and report directly to the Head of School, will be a visible member of the school community. The Athletic Director will be responsible for the organization, implementation, and administration of all athletic programs offered by the school, leading a team of other administrators and athletics coaches.

The Athletic Director will:

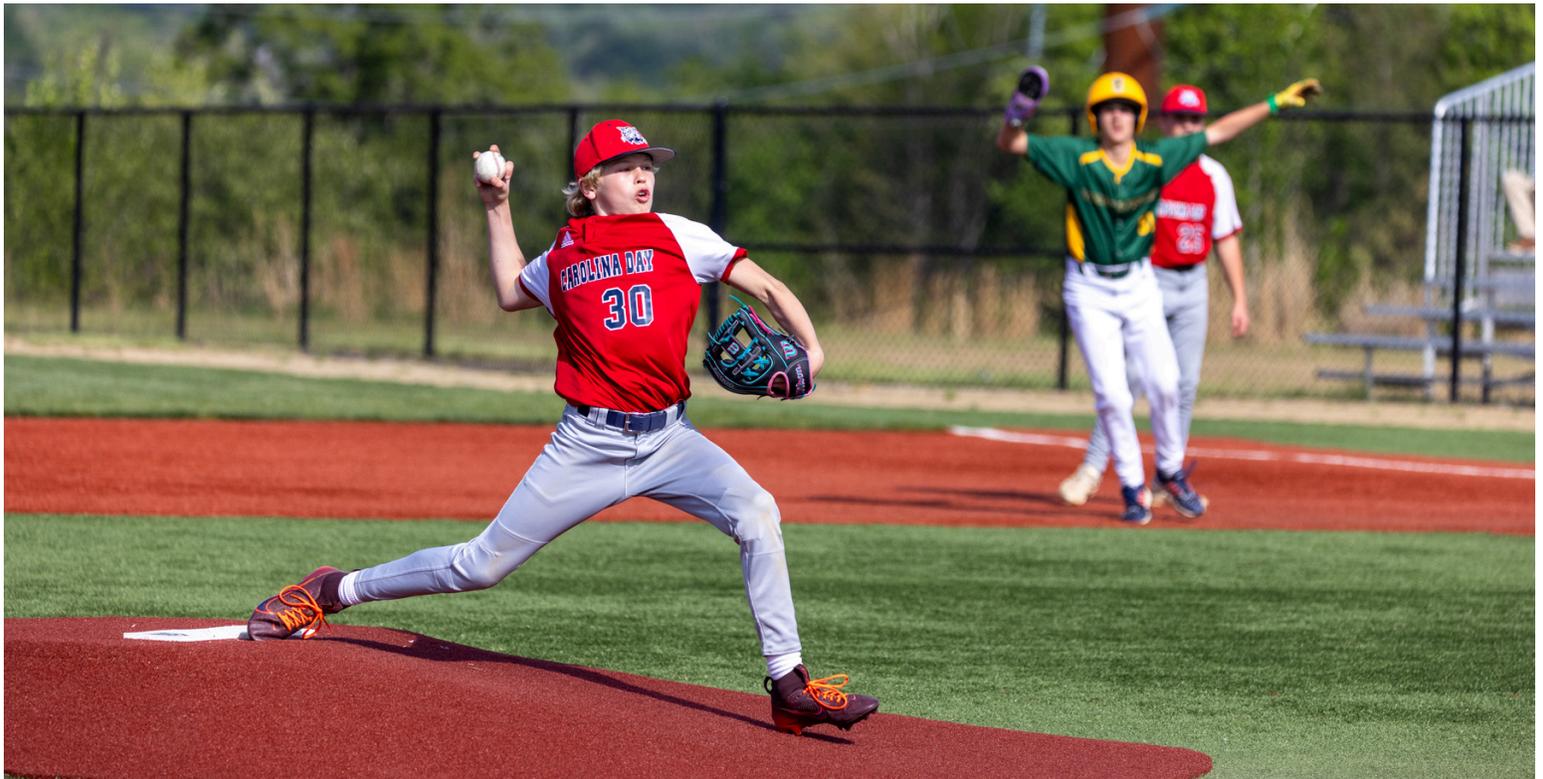
- Develop and implement an ongoing strategic plan for the CDS athletic program in keeping with the philosophy of the school.
- Hire and supervise coaches for all teams. Work closely with Division Heads to coordinate athletic staffing needs, so as to leverage the faculty/coach relationship with students.
- Evaluate the effectiveness of each coach at the end of each season. Determine if the coach should be rehired for future seasons, working with the Chief People Officer on discipline issues when necessary.
- Develop and maintain a system to promote student-athlete leadership and sportsmanship.
- Establish, manage, and achieve the Athletic Department's annual budget.
- Ensure proper maintenance and safe conditions of all athletic facilities exist at all times.
- Develop and communicate athletic policies for coaches, student athletes, and parents.
- Communicate regularly with the Head of School, specifically about athletic-related issues



QUALIFICATIONS & PERSONAL ATTRIBUTES

The Athletic Director will:

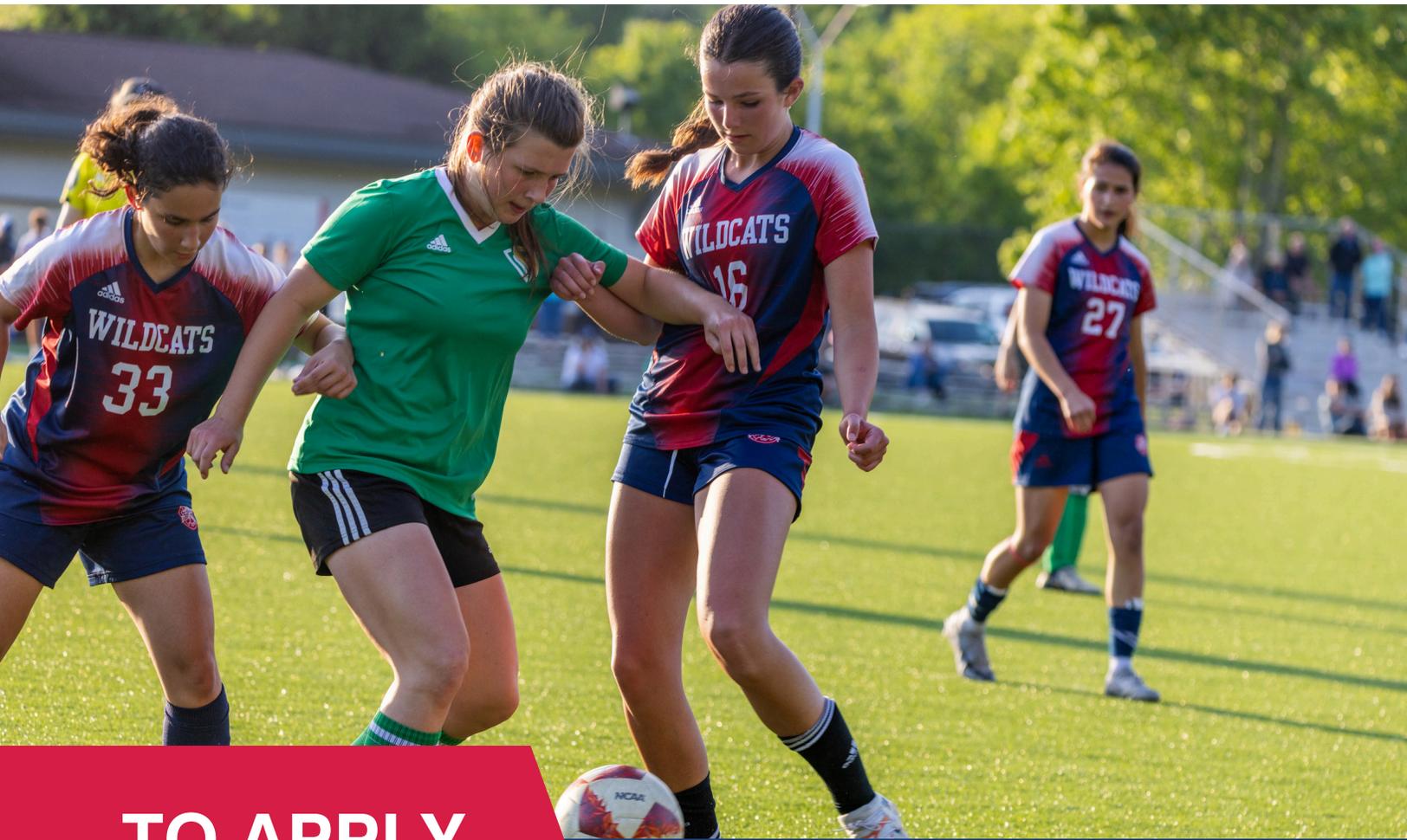
- Be a visible member of the school community
- Foster a positive relationship with faculty and administrators, helping to blend the school's academic and athletic communities.
- Be an excellent communicator
- Represent Carolina Day's athletics program, both internally and externally, with integrity and a clear passion for athletics at the secondary level.
- Display a proven record as an athletic administrator, including a strong desire to teach, mentor, and support student-athletes



LEARN MORE

- [School Website](#)
- [School History](#)
- [Portrait of a Graduate](#)
- [Virtual Tour](#)
- [College Matriculation](#)
- [About Asheville, North Carolina](#)





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 position;
- A current résumé;
- 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) to:

RICE BRYAN
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TIM GREEN
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