



Director of Athletics

Bethlehem, Pennsylvania

OVERVIEW

As the ninth oldest independent school in the nation and premier independent school in the Lehigh Valley, Moravian Academy is seeking a Director of Athletics to join its administration. Today's Moravian Academy offers every student more ways to explore—and become—their most authentic and successful self. On three intentionally distinct yet philosophically united campuses, we celebrate, support, challenge, and learn from each other, preparing young people to step confidently toward the college and the future of their choice, and to make a meaningful difference in their local and global communities.

Founded in 1742, Moravian Academy is a Preschool through Grade 12 coeducational college preparatory school comprising over 850 students and 200 faculty and staff on three distinct campuses across the Lehigh Valley, each tailored to a distinct student experience and culture:

- The Historic Downtown Campus (preschool-grade 8), situated alongside the national historic landmark in the heart of the City of Bethlehem;
- The Swain Campus (preschool-grade 8), a 22-acre contemporary campus in the beautiful west end of Allentown;
- The Merle-Smith campus (grades 9-12) situated on 120 acres of bucolic green expanse in Bethlehem township.

The Director of Athletics provides strategic leadership for Moravian Academy's athletic programs across all three campuses, with primary responsibility for coaching excellence, competitive program development, and student-athlete success. Reporting to the Head of School, this position sets the vision for a highly competitive athletics program that aspires to excellence at the league, regional, and, where appropriate, national levels, while ensuring alignment with the school's mission to engage and empower students in and out of the classroom. The Director of Athletics coordinates closely with the Director of Athletic Operations and Community Relations to operate an athletic program defined by excellence, and reports to the Head of School.

OUR MISSION

Moravian Academy nurtures the joyful spirit of each learner and empowers inclusive global citizens to think critically, communicate effectively, lead with integrity, and strive for excellence.



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OUR VISION

Immersed in a community that values creativity, curiosity, love, and understanding, our students seek to answer the questions: Who am I and who can I become?

ABOUT MORAVIAN ACADEMY

Moravian is a school with a storied history and is committed to timeless traditions and values, yet has its sights on the future. There is a visionary, strategic, and experienced head of school. There are talented and dedicated administrators and faculty. There are motivated, curious, and compassionate students who take pride in both accepting and celebrating one another in a warm inclusive community. There are signature academic and experiential programs including, a Spanish Immersion program on the Historic Downtown Campus, Public Speaking and Experiential Learning on the Swain Campus, and the Comenius Project (honors independent study) on the Merle-Smith Campus. In addition, a robust number of co-curricular and extracurricular activities are available for students across all three campuses.



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In 2025-26 the School's annual budget is \$26 million which is supported by a \$33 million endowment. In 2025-2026 approximately \$7.7 million in financial aid was awarded, with significant support coming from fundraising income, including Pennsylvania's EITC and OSTC programs.

Please visit the Moravian Academy website at: <https://www.moravianacademy.org> to learn more about the School's history, mission, traditions, faculty and students, facilities, curriculum, co-curricular and extracurricular programs, commitment to diversity, equity, and belonging and commitment to environmental sustainability

THE LEHIGH VALLEY- A GREAT PLACE TO LIVE

Moravian Academy and its three beautiful campuses are located in the Lehigh Valley and Bethlehem, Pennsylvania. The Lehigh Valley, surrounds the Lehigh River in eastern Pennsylvania and consists of the cities Allentown, Bethlehem and Easton. An area of historic significance and innovation, Historic Moravian Bethlehem is part of a multinational UNESCO World Heritage site while the area is also home to seven institutions of higher education -- Lehigh University, Lafayette College, Moravian College, Muhlenberg College, DeSales College, Cedarcrest College, and Northampton Community College. Located at the foot of the Pocono Mountains and close to the Delaware River Water Gap, there are endless opportunities for outdoor exploration. And while there are numerous cultural and arts organizations in the Lehigh Valley, Philadelphia is a little over an hour away and New York City is an hour and a half drive.



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ATHLETICS AND PHYSICAL EDUCATION:

Moravian Academy believes that athletics and physical education are an integral part of the student experience. The School's strong physical education programs are complemented by 48 teams across 15 sports and begin in middle school, with intramural programs soon to expand to lower school. Nearly 80% of upper school students participate in at least one team annually, reflecting our commitment to inclusivity and high levels of participation. Our program emphasizes skill improvement, confidence-building, teamwork, and good sportsmanship. We believe in developing physical skills that allow students to enjoy competitive sports and maintain a healthy lifestyle. At Moravian Academy, we value a commitment to teamwork, ethical sportsmanship, and sound conditioning methods. Our dedication to both academic and athletic success motivates student-athletes to excel on and off the field, nurturing their growth into well-rounded individuals who lead with integrity and strive for excellence.

Moravian Academy is a member of the Colonial League, District XI, and the Pennsylvania Interscholastic Athletic Association (PIAA). Moravian Upper School teams and students have garnered considerable recent success. In the 2022-23 school year, the Boys soccer team, for example, won the State Championship and both the Boys and Girls soccer teams won the Districts. Soccer, golf and tennis are perennial powerhouse sports for the school with many years of teams winning league and district titles and progression to the state tournaments. In Health and Physical Education classes, we teach various sports skills as well as educate students on mental, physical, and emotional health, aligning with our commitment to wellbeing.

Athletic facilities on the Merle-Smith campus are outstanding. The 40,000 square foot Athletic and Wellness Center includes two state-of-the-art basketball courts with spectator stands, a multi-purpose gym with a rubber composite floor, and a well-equipped fitness center with strength and cardiovascular training equipment, as well as athletic training facilities staffed by St. Luke's Health Network. Outdoor facilities include game fields for soccer, field hockey, and lacrosse, baseball and softball diamonds, tennis courts, and associated practice fields. The Academy is also in the early stages of adding a turf field to the upper school campus. In addition to the facilities on the Merle-Smith campus, both Historic Downtown and Swain Campuses have gymnasium facilities and the Swain Campus has extensive outdoor field space. In several sports, students from across the Historic Downtown and Swain Campuses travel to the upper school for athletics and participate in joint teams.



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THE POSITION:

The Director of Athletics, who reports to the Head of School, oversees Physical Education and Athletics across all three campuses and works with Athletic Coordinators on the Historic Downtown and Swain Campuses to implement middle school programs.

Program Leadership & Competitive Excellence

- Set the strategic vision and direction for holistic athletic excellence at Moravian Academy
- Lead the development of highly competitive athletic programs across all sports, including upper school, middle school, and intramural or developmental programs for lower school students



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- Establish and maintain clear policies, handbooks, and communication practices for students, families, and coaches
- Regularly assess competitive performance, coaching effectiveness, and program outcomes using qualitative and quantitative measures
- Champion belonging and collective well-being while maintaining high expectations for commitment, preparation, and respect for others on and off the fields and courts of play
- Develop and manage the athletics budget in partnership with the CFO
- Makes determinations with the Head of School and Divisional Directors on the interscholastic sports programs that the Academy offers
- Coaching Leadership & Talent Development
- In collaboration with the Head of School and Campus Directors, recruit, hire, evaluate, and retain high-performing coaches with demonstrated success in their sport
- Ensure all coaches are properly trained, developed, and professionally supported to deliver the best possible programs for students
- Develop and maintain expectations with a program of professional development and evaluation for all coaches
- Work closely with the Head of School and Campus Directors to identify coaching needs and engage employees in coaching roles if appropriate
- Mentor coaches in balancing competitive rigor with safe training practices and positive adolescent development
- Hold coaches accountable to performance standards, school mission and values
- Provides training of coaches in the following areas: media relations, conditioning of athletes, communication with parents and athletes, establishment of post-secondary opportunities for athletes and all other areas which may become vital to the continuous success of an interscholastic athletic program



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Student-Athlete Development & Well-Being

- Works with the Sports Performance Coach and Head Coaches to develop in-season and out-of-season programs for the Upper School teams.
- Foster a demanding yet supportive environment in which student-athletes can belong and thrive physically, mentally, and emotionally
- Promote the health, well-being, and safety of student-athletes in partnership with nursing staff and athletic trainers
- Work closely with Campus Directors, Head of School, and Director of Belonging and Collective Well-Being to develop programming for student-athletes and teams
- Promote academic balance and time-management skills for student-athletes competing at a high level
- Model and reinforce good citizenship, ethical conduct, and respect consistent with school and league standards
- Oversee effective and timely support for development, recruitment, and ongoing success of student-athletes
- Organizes and leads the athletic award celebrations for the Upper School
- Coordinates with coaches to ensure senior recognition nights are consistent in quality and mirror our community values



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Physical Education Program

- Ensure the physical education program runs smoothly and bolsters positive physical fitness and healthy human development
- Participate in scope and sequence planning and curriculum choices for physical education
- In partnership with Campus Directors, recruit, hire, onboard, and evaluate excellent teachers of physical education

Strategic Partnerships & Advancement

- Serve as primary athletics liaison to the Advancement Office for major gifts, campaigns, and strategic fundraising initiatives
- Collaborate closely with Admissions to support athletic recruitment and enrollment strategies aligned with institutional values and league regulations
- Assist coaches in working effectively with Admissions and College Counseling offices
- Communicate proactively and transparently with families regarding expectations, competitive standards, wellness policies, and student support
- Serve as a visible ambassador for the school's athletics program

Campus Life & Leadership

- Supervise home athletic events regularly, including evenings and weekends
- Contribute meaningfully to the life of the school and participate actively in campus life
- Serves on the Merle Smith Campus Leadership Team and Curriculum Committee
- Perform other duties as assigned to support the school's leadership and mission



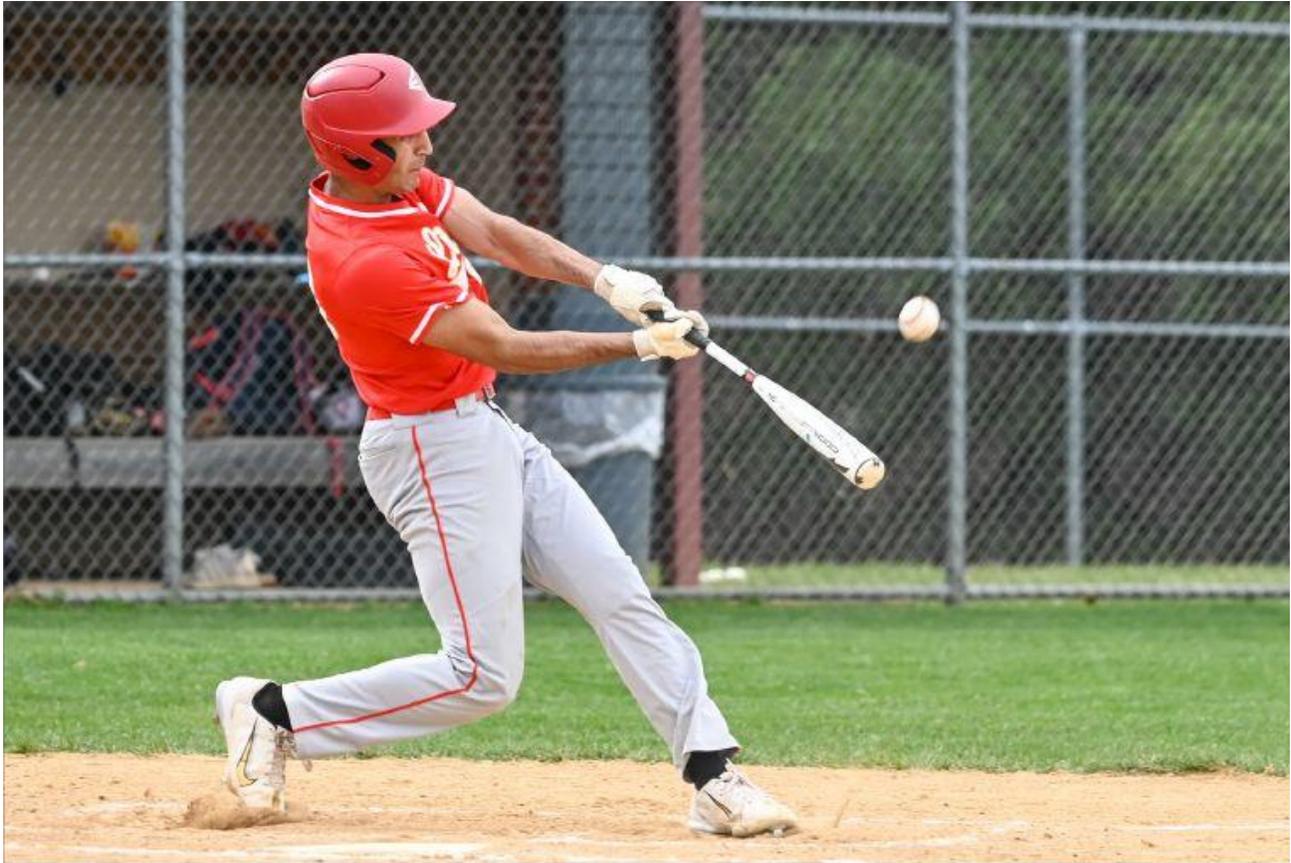
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CHALLENGES AND OPPORTUNITIES:

The Director of Athletics should be prepared to support a dynamic and innovative Head of School and collaborate with a forward thinking and devoted school community to fulfill the School’s mission and to lead wisely and boldly by embracing current challenges and seizing new opportunities. These challenges and opportunities include but are not limited to the following:

- Moravian Academy is known throughout the Lehigh Valley as the premier educational institution in the area due to a long history of high achieving students matriculating to top colleges and universities around the country. The Academy is not widely recognized for its athletic program. The Director of Athletics will play a leadership role in implementing a new Athletic Excellence Strategic Action Plan focused on the following: 1) building a student pipeline and define and strengthen signature athletic programs- especially through coaching excellence; 2) expanding resources, program and community engagement- working collaboratively with the Advancement Office to identify philanthropic opportunities to support athletics; 3) enhancing facilities and student engagement.
- A key value of faculty, students and parents is community. The Director of Athletics will need to build relationships with these constituencies that enhance the sense of community through appropriate communication and holding all accountable to fostering an environment of belonging. Working with the Director of Belonging and Collective Wellbeing as well as the Campus Directors will be essential, as will being a highly visible leader.



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- The Director of Athletics has the unique opportunity of serving as the athletic program leader of a three-campus school, while having the support and collaboration of a Head of School, Director of Athletic Operations and Community Relations, three Campus Directors, two campus-specific Athletic Coordinators who organize middle school sports, multiple physical education teachers and coaches. A key challenge ahead is to work with these team members to strengthen the overall athletic program at Moravian Academy, including working with the Director of Auxiliary Programs to expand athletic programming to lower school students.

KEY QUALIFICATIONS AND QUALITIES:

- Bachelor's Degree required; Master's degree preferred
- Minimum 5-7 years athletic administration experience at the high school or collegiate level
- Demonstrated success in coaching, coaching development, hiring, and performance management
- Proven ability to build competitive athletic programs
- Experience with athletic facilities planning and development
- Strong understanding of adolescent development and student-athlete well-being
- Excellent interpersonal, communication, and leadership skills
- Knowledge of PIAA regulations and independent school athletics
- Possesses an understanding of the changing nature of college athletics with a deep knowledge of the college athletic recruitment process to provide knowledge, encouragement, and expertise to families, students, and coaches.
- Demonstrated leadership and facilitative skills.
- Experience with developing and managing a budget.
- Possesses a passion for independent school education
- Excellent verbal and written communication skills with the ability to communicate effectively with constituents from the entire school community.
- Ability to supervise and manage multiple functions and activities.
- Ability to understand and embrace Moravian Academy's mission and culture.
- Ability to balance and prioritize the needs of the school.
- Familiarity with learning management systems, Macintosh OS, Google Workspace, Blackbaud
- Commitment to diversity, equity, inclusion, and belonging
- Collaborates well with colleagues.
- Superb people skills; compassionate.

Physical Requirements & Working Conditions

- Ability to attend evening and weekend athletic events regularly
- Ability to travel to away competitions and conferences as needed
- Ability to work across multiple campus locations
- Standard office environment with regular presence at athletic facilities (indoor and outdoor in varying weather conditions)



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TO APPLY:

Candidates interested in applying for the position of Director of Athletics should send a resume and letter of interest to:

Rice Bryan
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Tim Green
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Amanda Gastel
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Please do not contact the school directly.



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