



**Kents Hill School**  
Director of Athletics



## The Opportunity

Kents Hill School, recently recognized as the #1 Best Boarding High School in Maine for the third consecutive year, seeks a visionary and high-visibility leader to serve as its next Director of Athletics. This is a pivotal leadership role responsible for defining and pursuing a comprehensive future for the student-athlete experience. The Director will ensure that athletic and afternoon programs remain vibrant cornerstones of the community, deeply rooted in the school's recently renewed Core Values:

- **Courage:** Staying tenacious and imagining possibilities beyond the known.
- **Care:** Working to bring out the best in oneself and others.
- **Integrity:** Playing fair and winning or losing with grace.
- **Responsibility:** Treating every opportunity with respect.
- **Curiosity:** Asking questions to deepen learning and connection.



## The Athletic Program & Facilities

The incoming Director will oversee a robust athletic department featuring 19 varsity sports teams and 24 teams competing in the Maine Association of Independent School Athletic Directors (MAISAD) league. Additionally, 16 teams compete in the New England Preparatory School Athletic Council (NEPSAC), where the school recently celebrated a 2025 NEPSAC Championship in Boys Alpine Skiing.

Kents Hill boasts world-class facilities on its 400-acre campus, including:

- **The Harold & Ted Alfond Athletics Center:** Home to the Rist and Joy Bonfond Ice Arena (NHL-size rink) and the Jean Gannett Hawley Gymnasium.
- **The O'Connor Alpine Training Center:** A private, on-campus ski and snowboard facility with its own grooming and snowmaking capabilities—a rarity for independent schools.
- **The Ted Alfond & John Huard Turf Fields:** One of the largest contiguous turf complexes in New England.
- **Miles of Trails:** Dedicated space for mountain biking and cross-country running.



**225**  
students  
from 25  
countries  
and 24 states



**1**  
on-campus  
alpine  
training  
center



**400**  
acres of  
trails and  
private  
waterfront



**90+**  
academic  
courses  
for every  
interest



## Life on The Hill

The Director of Athletics fully embraces the daily operational demands that enhance the student experience. Benefits typically include:

- **Community Integration:** On-campus housing and meals are provided to support the “all-in” commitment to student life.
- **Professional Growth:** Opportunities for leadership in a community that values innovation and has been educating students since 1824.

## Key Responsibilities

Reporting to the Assistant Head of School, the Director will lead a dedicated team including Associate/Assistant Directors and the Athletic Trainer. Key priorities include:

- **Strategic Programming:** Curating a comprehensive afternoon experience—from high-performance athletic training to performing arts and robotics—to serve the entire student body.
- **Operational Excellence:** Mastering complex logistics, including facility management, intricate scheduling for competitive leagues, and departmental budget oversight.
- **Talent Management:** Scouting, hiring, and nurturing a diverse staff of coaches and program leaders.
- **Institutional Partnership:** Collaborating with Admissions, Advancement, and Finance teams to ensure athletic initiatives drive enrollment and reflect fiscal priorities.

## Qualifications and Attributes

The ideal candidate will be a pragmatic leader who thrives in an “all-in” boarding environment. They must possess:

- **Expertise in Independent Schools:** A sophisticated understanding of the unique ecosystem of boarding and day school athletics.
- **Regulatory Knowledge:** Familiarity with the governance and policies of NEPSAC, MAISAD, and other athletic associations.
- **Inclusive Vision:** A commitment to fostering a culture “Built on Belonging,” ensuring every student feels valued regardless of their skill or experience level.
- **Exceptional Communication:** The ability to provide clarity and transparency, serving as a highly visible role model on the sidelines and across campus.



## To Apply

Please send a letter of interest, resume, and contact information for three references with the subject line “Kents Hill School Director of Athletics” to the following contacts at Carney Sandoe:

Rice Bryan | [rbryan@carneysandoe.com](mailto:rbryan@carneysandoe.com)  
Amanda Gastel | [amanda.gastel@carneysandoe.com](mailto:amanda.gastel@carneysandoe.com)

The position is open until filled.

*Kents Hill School is committed to maintaining a work and learning environment free from discrimination on the basis of race, color, religion, national origin, pregnancy, gender identity, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation, genetic information or disability, as defined and required by state and federal laws. Additionally, we prohibit retaliation against individuals who oppose such discrimination and harassment or who participate in an equal opportunity investigation.*