



GILL
ST. BERNARD'S

**ASSISTANT HEAD OF SCHOOL
FOR STRATEGY & EXTERNAL
ENGAGEMENT**

Start Date: July 2026

Gill St. Bernard's School

Gladstone, New Jersey | gsbschool.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

To provide a balanced, diverse, and secure community that prepares students academically, socially, and ethically for college and a meaningful life.

At a Glance



1900
established



565
total enrollment



31%
students of color



90
total faculty



59%
faculty with
advanced degrees



7:1
student-faculty ratio



OVERVIEW

In his first year as Head of School, Dr. Delvin Dinkins described what drew him to Gill St. Bernard's: "the opportunity to serve a community with a strong sense of itself as one that prioritizes the whole child. It is a place that sharpens minds and softens hearts, a place where students can develop a passion for learning and be profoundly shaped by generosity of spirit."

Set on a stunning 208-acre New Jersey campus that includes a working farm, Gill St. Bernard's is a private, coeducational day school serving students from Preschool through 12th grade. Known for a rigorous, meaningful, and developmentally appropriate curriculum across all divisions, its students are admired for their sense of purpose, creativity, and commitment to service and for the remarkable sense of balance they carry with them.

Gill St. Bernard's School seeks a highly experienced, strategic, and deeply relational enrollment management and fundraising leader to serve as its inaugural Assistant Head of School for Strategy and External Engagement. This is a rare opportunity to join a school that is well positioned and has a clear vision for the future. This senior leader will serve as a driving force behind the school's externally facing efforts, advancing an integrated institutional strategy that strengthens enrollment, deepens philanthropic engagement, and elevates Gill St. Bernard's distinctive educational identity. The Assistant Head will also play a critical role in the school's ongoing strategic planning and help lead the institution toward a comprehensive capital campaign designed to further amplify its unique strengths and impact.





Reporting directly to the Head of School, the Assistant Head will serve as a trusted strategic partner on all matters related to institutional growth, enrollment, philanthropy, and external engagement. This is a role for a builder and a visionary, someone who can see the full strategic picture and inspire others to move toward it with energy and excitement. In close collaboration with, and with supervisory responsibility for, the Directors of Admissions and Advancement, the Assistant Head will lead the development and execution of enrollment and philanthropic strategic planning at Gill St. Bernard's. They will work in close partnership with Marketing and Communications to ensure alignment between institutional messaging, enrollment strategy, and philanthropic storytelling, as they refine a compelling and differentiated case for Gill St. Bernard's. As a member of both the Head's Cabinet and the Administrative Leadership Team, this leader will contribute to the highest levels of institutional decision-making while ensuring tight alignment between strategic priorities and external relationships.

At its core, this role reflects a fundamental belief that enrollment, philanthropy, and institutional reputation are not separate endeavors but instead are interconnected expressions of a single mission. The Assistant Head will be the leader who holds that integration together, positioning Gill St. Bernard's for long-term vitality, growing its impact, and ensuring that the school's best years are still ahead.

LOCATION

Nestled in the beautiful hills of Somerset County, Gladstone, New Jersey is an exceptional community that blends small-town charm with easy access to world-class culture and entertainment. The surrounding region is home to the Center for Contemporary Art in Bedminster, the iconic Far Hills Race Meeting, one of America's most prestigious steeplechase events, and the stunning 404-acre Natirar Park. Residents in the area enjoy farm-to-table dining at destinations like the Gladstone Tavern, local art galleries, the Willowood Arboretum, and many beloved community traditions and activities. Morristown, NJ is just minutes away and offers a thriving downtown with theater, dining, and a lively arts community.

For those moments when a trip to the city is desired, NJ Transit's Gladstone Line provides direct service to Midtown Manhattan, putting you in the heart of New York City in roughly an hour. In addition, Newark Liberty International Airport is approximately 40 miles away, with JFK and Philadelphia International also within comfortable reach. Whether you're commuting to the city, catching a flight, or simply exploring the region's hiking trails, organic farms, and charming village centers, life in the Gladstone area strikes a rare and enviable balance between natural beauty and metropolitan convenience.



ABOUT THE HEAD OF SCHOOL DR. DELVIN DINKINS



Gill St. Bernard's is energized by the arrival of Dr. Delvin Dinkins, a leader whose passion for discovery, collaboration, and innovation is already reshaping the culture and trajectory of the School. Since joining on July 1, 2025, Dr. Dinkins has brought a contagious enthusiasm for what is possible, inspiring faculty, students, and families alike with a bold and forward-looking vision for the future of Gill St. Bernard's.

Broadly admired for his deep listening skills and strategic thinking, Dr. Dinkins brings to this work a career built on a genuine belief in the transformative power of education. He has led with curiosity and purpose at every stop, from his work leading faculty, curriculum, instruction, and assessment in K-12 settings, to his roles as Upper School Director at The Episcopal Academy, Assistant Head of School at The Pingry School, and most recently Head of School at Springside Chestnut Hill Academy in Philadelphia. Across each of these experiences, he has championed innovative approaches to teaching and learning and built the kind of collaborative communities where great ideas take root and flourish.

Dr. Dinkins holds a BA in English Literature and Secondary Teacher Certification from Swarthmore College, where he served as Co-Captain of the Track and Field team, an MA in Educational Studies from the University of Michigan, and an EdD in Educational and Organizational Leadership from the University of Pennsylvania. His academic formation reflects the same values he brings to his leadership every day: intellectual rigor, a love of learning, and an unshakeable commitment to the growth of every person in the community he serves.

OPPORTUNITIES AND CHALLENGES

Develop an integrated engagement strategy. In partnership with the Head of School and other school leaders, design a dynamic and data-guided engagement strategy to maximize enrollment, and alumni engagement.

Elevate enrollment management. The school has a strong foundation relative to enrollment, and this role will capitalize on the strengths of the current program while also envisioning new strategies, systems, and processes to strengthen the school's position in the marketplace, increase applications, and drive yield among families who have the most to give and the most to gain by attending Gill St. Bernard's.

Manage with vision. Both the enrollment and advancement teams comprise dedicated professionals whose wisdom and experience have laid a strong foundation for all aspects of external engagement. This role will be charged with building on the strengths and identifying new growth opportunities for each team in order to achieve institutional goals and priorities.

Refine and amplify the story of the School. This role offers a strategic opportunity to develop and elevate a cohesive institutional narrative that differentiates Gill St. Bernard's and drives engagement across all audiences. Working closely with Marketing and Communications, the Assistant Head will align brand, messaging, and storytelling to advance both enrollment and philanthropic objectives.



Build partnerships and relationships with all constituents. With a deep understanding of the importance of authentic relationship building, the leader will be a highly visible spokesperson for the school as it articulates its strategic priorities to all prospective families, current and past parents, and alumni. Those priorities will be informed by an active strategic planning process that will benefit from the experience, vision, and wisdom of the new Assistant Head of School for Strategy and External Engagement.

Set the stage for a comprehensive capital campaign. Through strategic donor cultivation, strengthening a culture of philanthropy, and advancing a compelling case for support, this role will position the school for a successful comprehensive campaign and long-term sustainability. The Assistant Head will play a leadership role in identifying, cultivating, and soliciting major and principal gift prospects in support of campaign priorities.

Generate productive and collaborative relationships with Board members and volunteers. The Board is deeply committed to the mission of the school and stands ready to support the school in the successful launch of this new role. The new leader will need to work collaboratively to leverage the Board's strong interest in preparing for enrollment and fundraising growth.

Create Community and Partnerships within the school. This role will require a strong commitment to developing intentional, meaningful, and collaborative relationships with all community members at the school and in particular with division leaders and other senior leadership team members. A successful strategic engagement strategy is a school-wide responsibility, and this leader will help draw on the wisdom and talents of the community to help ensure the school remains committed to achieving long-term compositional and fundraising goals.



\$4.7M
financial aid
awarded



24.7%
students receiving
aid



\$14M
endowment



\$28M
annual operating
budget



208 acres
campus size

QUALIFICATIONS & PERSONAL ATTRIBUTES

The most competitive candidates will offer most or all of the following qualifications and qualities along with several years of related leadership experience.



Enrollment Management Expertise – Ability to serve as a visionary leader and strategist for Enrollment Management across all divisions. Deep knowledge of systems and ability to set positive and cohesive culture and define clear, actionable goals.

Fundraising Expertise – a deep understanding of the mechanics of building and leading a high-functioning, cohesive development program with all its facets – annual support, major gifts, planned gifts, campaigns, prospect research, alumni and parent relations, information services, and stewardship.

Facility with data and analytics - Ability to build team-wide capacity with databases, dashboarding, and forecasting tools, and to make sound, strategic decisions in the near term while also positioning the school for long-term sustainability and growth.

Broad School Background – a comprehensive understanding of the externally-facing parts of a successful institution and how they can and must work collaboratively to maximize revenue.

Belief in Metrics as a Management Tool – a conviction that good decision-making and strategy are forged from in-depth data and information, and that holding people accountable for quantitative performance metrics is essential to moving an institution forward.

Marketing & Communications Background – an appreciation for how the right messaging and communications can positively influence outcomes, for the importance of delivering clear, consistent messages that represent accurately the essence of the school, and the impact of successful marketing initiatives in supporting revenue generation operations.

Exceptional Relationship Building Skills – an outgoing, genuine ability to connect with people; an enthusiastic and thoughtful approach to bringing people closer to an organization and helping them see themselves as integral parts of the community.

Strategic Thought Leader – a thinker and strategist always looking towards future destinations and the best ways to get there; proactively sharing ideas with an eye towards collaboration.

Strong Manager and Communicator – extensive experience leading teams and holding individuals accountable; a transparent leader who can convey information and thinking in an inspiring and understandable fashion.

LEARN MORE

- [School Website](#)
- [History and Values](#)
- [Diversity, Equity, Inclusion, & Community](#)
- [Strategic Plan](#)
- [Campus Tour](#)
- [School Profile](#)
- [About Gladstone, New Jersey](#)





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;
- 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:

CHARLOTTE BROWNLEE

Consultant

charlotte.brownlee@carneysandoe.com

BILL LEAHY

Consultant

Enrollment Management Search & Consulting Practice Leader

bill.leahy@carneysandoe.com

The full-time salary range for this position is \$200,000 - \$300,000. The starting salary is based upon, but not limited to, several factors which include years of experience, education background, and expertise.



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