



Director of Athletics

ABOUT OUR SCHOOL

Atlanta International School (AIS) unites students, educators, and families from Atlanta and around the world with a shared mission: to develop courageous leaders who shape their world for the better.

Our community represents over 90 nationalities and speaks more than 60 languages. This dynamic, inclusive environment gives AIS its unique energy—a place where students, educators, and families thrive, innovate, and belong.

As an International Baccalaureate (IB) continuum school serving students from 3K to Grade 12, AIS offers the Primary Years Program (PYP), Middle Years Program (MYP), Diploma Program (DP), and Careers-related Program (CP). We also provide flexibility through AISx—a distinctive pathway designed for pre-professional students in athletics, entertainment, entrepreneurship, and more. AISx partners with Mouratoglou Tennis Academy and the Atlanta United Youth Team and holds Athlete Friendly Educational Center (AFEC) accreditation.

Our engaging and comprehensive academic programs develop internationally minded, critical thinkers who connect complex knowledge to create innovative solutions. At AIS, students experience a world-class education within a diverse, multicultural, and multilingual community that prepares them for meaningful, global impact.

JOB PURPOSE

The Director of Athletics advances AIS's mission by leading a comprehensive, inclusive, and high-quality athletics program that supports student development, well-being, and community engagement.

This role is responsible for the strategic direction, daily operations, and continuous improvement of athletics across the school, ensuring alignment with AIS's educational philosophy and community expectations, and positioning athletics as a meaningful contributor to the overall student experience.

Given the current size and structure of the athletics team, the Director serves as a hands-on leader, actively engaged in both program oversight and day-to-day operations.

The Director serves as a visible ambassador of AIS, working closely with school leadership, coaches, students, and families to build a program that reflects excellence, consistency, and a strong sense of belonging.

This is a full-time, 12-month leadership role at the Director Level.

AIS CORE VALUES BASED COMPETENCIES

- Community Representation – Represents AIS with professionalism and integrity, building trust and positive relationships with internal and external community members.
- Commitment to Growth – Seeks continuous self-improvement.
- Collaborative Teamwork – Builds strong, supportive relationships.
- Adaptability – Maintains flexibility and openness to change.
- Inclusivity – Actively welcomes and engages diverse perspectives.
- Empathy – Shows compassion and understanding toward others.
- Intercultural Communication – Communicates effectively across cultures.
- Bias Awareness – Recognizes and mitigates personal biases.
- Task Prioritization – Manages time and tasks efficiently.
- Accountability – Takes responsibility for actions and outcomes.
- Constructive Conflict Resolution – Resolves conflicts in a restorative way.
- Productivity - Effectively follows through on responsibilities in a timely manner

Key Responsibilities

Program Leadership and Vision

- Develop and lead a clear vision for athletics aligned with AIS's mission and Continuous Improvement goals
- Lead the ongoing development, implementation, and review of athletics within AIS's Continuous Improvement framework
- Ensure athletics contributes meaningfully to student experience, well-being, and belonging
- Promote a balance between participation, development, and competitive excellence
- Align athletics with broader school priorities, including student engagement and community culture

Community Representation and Engagement

- Serve as a visible and engaging ambassador for AIS, building enthusiasm and connection through consistent presence at events, competitions, and community interactions
- Build strong, positive relationships with students, families, and the broader community
- Maintain a strong and visible presence within the school community, building trust and connection across students, staff, and families
- Engage confidently in public-facing contexts, including events, competitions, and community interactions
- Ensure athletics reflects and reinforces AIS's mission, values, and reputation

Operations and Program Management

- Oversee all aspects of athletics operations, including scheduling, transportation, facilities coordination, and game and event management
- Ensure smooth day-to-day functioning of the athletics program
- Step in operationally as needed, demonstrating a hands-on leadership approach in support of a small team structure

Systems Development and Communication

- Establish clear and consistent communication systems for coaches, families, and internal stakeholders
- Define expectations and processes across all teams
- Improve alignment and reduce fragmentation across communication platforms and practices
- Partner with school leaders and operational teams to ensure athletics systems align with broader school practices and expectations

Coaching Leadership and Development

- Recruit, hire, and support coaches
- Set clear expectations for coaching aligned with AIS values
- Provide feedback, evaluation, and professional development
- Foster a culture of accountability, growth, and collaboration among coaching staff
- Hold coaches accountable to program expectations and AIS standards through consistent supervision and evaluation

Student Experience and Engagement

- Ensure athletics programs are inclusive, supportive, and aligned with student needs
- Promote student participation, leadership, and development
- Partner with school leaders and student support teams to align athletics with academic, social, and emotional support systems

Family and Community Partnership

- Serve as a key point of contact for families regarding athletics
- Navigate parent communication with professionalism, clarity, and consistency, especially in high-expectation situations
- Build trust and transparency within the athletics community

Strategic Growth and Program Development

- Identify opportunities for program growth and improvement as a distinctive and valued component of the AIS student experience
- Contribute to long-term planning, including staffing and program expansion
- Explore and support partnerships aligned with AIS priorities (e.g., AISx, external organizations)
- Prioritize initiatives that are aligned, sustainable, and responsive to community needs

Budget and Resource Management

- Develop and manage the athletics budget
- Ensure effective and strategic use of resources aligned with program priorities
- Partner with the Business Office to support financial planning
- Support the continued growth of the athletics program through thoughtful use and optimization of facilities and resources in collaboration with school partners

Cross-Functional Leadership and Alignment

- Collaborate closely with school leaders, operations, and other departments to ensure alignment and coordination
- Partner with Admissions, Advancement, and Communications to ensure athletics is aligned with broader school priorities, including community engagement and enrollment
- Contribute to school-wide initiatives and planning as a member of the leadership team
- Ensure athletics is integrated into broader school systems, communications, and student experience

Leadership Competencies

- Leadership and Execution: Leads with clarity and follow-through, translating vision into consistent, high-quality implementation.
- Systems Thinking: Sees how structures, processes, and people connect, and builds coherent systems that improve effectiveness and sustainability.
- Communication and Relationship Building: Builds trust through clear, proactive, and empathetic communication with students, families, and colleagues.
- Adaptability and Problem-Solving: Responds effectively to changing needs and challenges, taking initiative to resolve issues with sound judgment.
- Student-Centered Mindset: Keeps student growth, well-being, and experience at the center of all decisions and program design.

To Apply

Interested candidates should send a resume and letter of interest to the following contacts at Carney Sandoe & Associates:

Rice Bryan
Senior Associate
rice.bryan@carneysandoe.com

and

Amanda Gastel
Placement Counselor
amanda.gastel@carneysandoe.com

Please do not contact the school directly.

EEO

AIS is an equal opportunity employer. We are a diverse community of professionals that broadly reflects the people of the metropolitan Atlanta area and the United States at large. We aim to align our hiring process with our mission and institutional goals. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion or religious practices, sex, gender identity or expression, sexual orientation, citizenship status, national origin, age, ability status, military status, unemployment status or any other category protected by applicable local, state, or federal laws. AIS takes affirmative action in support of its policy to employ and advance all qualified candidates.