



Oak Hall School

DIRECTOR OF DEVELOPMENT

Start Date: Immediate

Oak Hall School

Gainesville, Florida | oakhall.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

A welcoming, diverse, and supportive learning community empowering students to pursue their academic, artistic, and athletic passions.

At a Glance



1970
established



965
total enrollment



12%
students of color



81
total faculty



58%
faculty with
advanced degrees



9:1
student-faculty ratio



OVERVIEW

Located in Gainesville, Florida, Oak Hall School is a warm, close-knit community where students are genuinely known and celebrated for who they are. As the only secular independent school serving preschool through grade 12 in Alachua County, Oak Hall offers something increasingly rare in today's educational landscape: a place where students never have to choose between their passions, excelling as athletes, artists, and scholars all at once. With an enrollment approaching 960 students and waitlists across most grade levels, the school has earned a distinguished reputation as North Central Florida's premier independent school. Its rigorous academic program, anchored by a Distinguished Scholar Program and three concentration pathways in Integrated Science, Global Affairs, and Arts Conservatory, is matched by the genuine care that defines daily life on campus. Guided by four enduring values of respect, responsibility, honesty, and kindness, Oak Hall doesn't simply educate students; it shapes thoughtful, purposeful human beings.

Oak Hall School was founded in 1970 with a clear and abiding conviction: that a secular, academically excellent independent school could take deep root in Gainesville and grow into an indispensable community institution. Over the decades, the school has done exactly that, expanding into a robust and sought-after school with a committed and talented faculty and staff. The 2024 opening of the Rapier Enrichment Center and a current capital campaign reflect a community actively and ambitiously investing in its future, even as it honors the traditions and relationships that have long defined its character.





Now, Oak Hall seeks an experienced, dynamic, and relationship-driven fundraiser to serve as its Director of Development. Reporting to the Associate Head of School and working in close partnership with the Head of School and Board of Trustees, the Director of Development will manage all aspects of the school's philanthropic efforts, from annual and capital giving to alumni engagement, grants, planned giving, and endowment development. The appointee will arrive at a pivotal and exciting moment in Oak Hall's history, one marked by strong enrollment, institutional ambition, and a clear-eyed recognition that building a robust culture of philanthropy is essential to the school's long-term vitality. This is a meaningful opportunity for a seasoned fundraiser to make an outsized and lasting impact on a beloved school community.

OPPORTUNITIES AND CHALLENGES

Oak Hall's next Director of Development will join a school community that is proud, purposeful, and ready. Head of School James Hutchins and Associate Head Karin Montini have built a culture of trust, collaboration, and genuine warmth, and the entire community is eager to welcome a dedicated development professional who can help Oak Hall realize its philanthropic potential. This is a school that knows who it is and what it stands for, and the next Director of Development will have the opportunity to channel that clarity and institutional pride into a sustainable and growing culture of giving.

The appointment of the Director of Development represents a meaningful inflection point for the institution. The school's annual fund is modest relative to its operating budget and the ambitions of the community, and there is real room to grow both participation and total giving. Faculty and staff have already achieved 100% giving participation, a reflection of the deep loyalty that defines this community. The work ahead is to bring that same spirit of investment to the broader parent, alumni, and community constituencies. Looking further out, the school is planning a significant future capital campaign, and the Director of Development will play a central role in building the relationships and donor pipeline necessary to support that effort.



Alumni engagement represents one of the most promising opportunities available to the new Director. Oak Hall's alumni program is in its earliest stages, and the Director of Development will have the chance to build it thoughtfully from the ground up, establishing relationships with graduates who feel genuine affection for their alma mater and who represent long-term philanthropic potential for the school.

The Gainesville community is special and singular, and the most successful candidate will be someone who takes genuine pleasure in getting to know it well. The community is notably transient, with many families connected to the University of Florida or the region's medical community, and philanthropy is an area where Oak Hall has real opportunity to grow its culture and deepen its roots. Families arriving from public school backgrounds are often new to the independent school philanthropic model, and the Director of Development will have the chance to serve as a thoughtful and patient educator, helping constituents understand the meaningful difference their giving makes.

Internally, the Director of Development will join a collaborative and supportive Advancement team, and an administration genuinely committed to the success of this hire. Early priorities will include establishing a CRM, building out annual fund strategy, creating a family onboarding experience that introduces philanthropy from the start, and developing a thoughtful events calendar with intentional follow-up. The Director will also serve as a helpful partner to the Head of School, supporting institutional confidence around fundraising solicitations and helping to prepare the board for the campaigns ahead.



\$1.3M
financial aid
awarded



20%
students receiving
aid



\$18.5M
annual operating
budget



43 acres
campus size

QUALIFICATIONS AND PERSONAL ATTRIBUTES



- A minimum of five years of increasing responsibility in educational fundraising, with a proven track record of success;
- Experience structuring and managing a capital campaign, with an eye toward building toward a significant future campaign;
- Demonstrated success identifying, cultivating, soliciting, and stewarding major donors capable of making gifts at the major gifts level;
- Deep grounding in all aspects of development work, including annual giving, capital campaigns, major gifts, prospect research, alumni relations, and special events;
- The ability and enthusiasm to build a development program, including a CRM and alumni relations function, with limited existing infrastructure;
- Familiarity with advancement best practices, preferably in an independent school setting;
- Excellent leadership skills, including meaningful experience successfully managing and motivating employees and building on the strengths of direct reports;
- Superlative written and oral communication skills and the ability to inspire confidence in others;
- A down-to-earth, relationship-driven approach and the ability to connect authentically with a wide range of constituents, including teachers, parents, students, alumni, and community members;
- The ability to serve as a trusted partner and coach to school leadership on donor engagement and fundraising asks;
- Agility, sound judgment, and the ability to balance multiple priorities in a complex and dynamic environment;
- Utmost integrity, humility, and a genuine desire to serve the school community;
- Extreme discretion, attention to detail, and a commitment to excellence;
- A deep appreciation for and understanding of Oak Hall's mission and values, and an affinity for the culture and character of Gainesville, Florida.

LEARN MORE

- [School Website](#)

- [School History](#)

- [Strategic Plan](#)

- [School Profile](#)

- [About Gainesville, Florida](#)





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:

SARA SHULMAN

Practice Leader – Development and Finance/Senior Consultant
sara.shulman@carneysandoe.com

NANCY KEHOE

Consultant
nancy.kehoe@carneysandoe.com



**Carney
Sandoe**
& ASSOCIATES