



DCDS

ATHLETIC DIRECTOR

Start Date: July 2027

Detroit Country Day School

Beverly Hills, Michigan | dcds.edu



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Detroit Country Day School develops citizens and leaders of the world in a culturally diverse environment of academic rigor, competitive athletics, and artistic expression, built on a foundation of service and character.

At a Glance



1914
Established



1,500
Enrollment



300
Total employees



\$53M
Endowment



87
Total athletic teams



100%
Sports participation
(grades 7-12)



130
State championships



8:1
Student-faculty ratio



OVERVIEW

Founded in 1914, Detroit Country Day School is a premier PreK-12 independent school with a longstanding reputation for academic excellence, intellectual rigor, and whole-child development. With campuses in Beverly Hills and Bloomfield Hills, DCDS serves a diverse community of learners and families drawn from dozens of surrounding communities throughout southeastern Michigan. The school's enduring motto, *Mens Sana in Corpore Sano* ("A Sound Mind in a Sound Body"), reflects its commitment to educating students in ways that develop both character and capability.

With an 8:1 student-teacher ratio and a college preparatory program that balances challenge with individualized support, Detroit Country Day offers students exceptional opportunities for intellectual growth. The curriculum emphasizes critical thinking, creativity, and problem-solving while providing a breadth of advanced coursework, arts programming, and experiential learning opportunities. Graduates consistently matriculate to highly selective colleges and universities, a reflection not only of academic preparation but also of the school's commitment to cultivating curiosity, independence, and lifelong learning.

What distinguishes the DCDS experience is its belief that achievement extends beyond the classroom. The school intentionally integrates academics, athletics, the arts, service, and character development to help students discover their passions and become confident, principled leaders. A vibrant culture of engagement encourages students to participate broadly, whether through championship-caliber athletic programs, nationally recognized arts offerings, leadership opportunities, or community service initiatives. The result is a dynamic learning environment where students are challenged to excel while remaining grounded in integrity, resilience, and personal responsibility.

Detroit Country Day's campuses further reinforce its commitment to providing a comprehensive student experience. Purposefully designed academic, athletic, and arts facilities support learning across disciplines and developmental stages. From dedicated lower, middle, and upper school learning environments to extensive athletic venues and specialized arts spaces, the school's physical resources reflect a sustained investment in student growth and program excellence. These facilities, combined with a highly engaged faculty and a culture that values both challenge and support, create an environment where students are encouraged to pursue excellence in every aspect of life.



OPPORTUNITIES AND CHALLENGES

Now, DCDS seeks to hire its next Director of Athletics. Athletic facilities include: fieldhouse (90,000 square feet) for indoor football, soccer, lacrosse, field hockey, etc., 3 gyms, stadium field with track, 2 turf fields, 1 turf baseball field, 1 turf softball, 1 grass soccer field, weightroom and fitness center, 10 tennis courts.

The Director of Athletics will serve as the chief executive and strategic leader of one of the school's most visible and impactful programs. This individual will provide visionary leadership for a highly visible and mission-driven athletic program that balances competitive excellence, broad participation, character development, and student well-being. The AD will oversee an athletics department which includes 500,000 square feet of indoor space and 60 acres of property and which offers 87 different middle and upper school teams. An \$8.5MM stadium renovation to be completed in September of 2026 and an \$2MM XR "Hollywood" film studio which is used in digital media and broadcast classes (athletics content for social media and digital scoreboard) are amongst some newer innovations within the athletics program.



The Athletic Director will:

- Develop and implement a clear strategic vision for Yellow Jacket Athletics that aligns with the school's mission, values, and "sound mind, sound body" philosophy.
- Recruit, develop, supervise, and evaluate coaches while fostering a culture of accountability and professionalism.
- Ensure consistent implementation of athletic policies, expectations, and standards across all teams, programs, and divisions.
- Strengthen communication and engagement with students, parents, coaches, faculty, alumni, and other athletic stakeholders.
- Evaluate participation trends, program offerings, and competitive goals to ensure the long-term sustainability and success of the athletic program.
- Partner closely with Admissions and school leadership to support enrollment efforts and promote the value of athletics within the broader DCDS educational experience.
- Oversee the athletic department budget, staffing structure, facilities planning, and operational effectiveness of the program.
- Champion the holistic development of student-athletes through leadership development, wellness initiatives, strength and conditioning, and college athletics guidance.



QUALIFICATIONS & PERSONAL ATTRIBUTES



- Bachelor's degree required; Master's degree preferred.
- Minimum of 7-10 years of progressively responsible leadership experience in athletics administration, independent schools, higher education, or a similarly complex organization.
- Demonstrated success leading large, multifaceted organizations through periods of growth, change, and strategic evolution.
- Strong understanding of independent school culture and the role athletics plays in advancing institutional mission, enrollment, student experience, and community engagement.
- Experience managing complex budgets, personnel, and organizational resources.
- Experience overseeing large-scale operational environments with multiple constituencies and competing priorities.
- Knowledge of current trends affecting independent school athletics, including student-athlete wellness, club sports, specialization, college recruitment, and changing parent expectations.
- Exceptional leadership presence with the ability to inspire confidence, build trust, and foster collaboration across diverse stakeholder groups.
- Strong analytical and strategic thinking skills, with the ability to assess complex situations and make thoughtful, data-informed decisions.
- Outstanding verbal, written, and presentation skills.
- High emotional intelligence, sound judgment, integrity, humility, and professional maturity.
- A visible, relationship-oriented leadership style marked by approachability, authenticity, and strong listening skills.
- Ability to embrace and advance Detroit Country Day School's mission and its longstanding commitment to developing a "sound mind in a sound body."

LEARN MORE

- [School Website](#)

- [School History](#)

- [School Profile](#)

- [DCDS Athletics](#)

- [About Detroit, Michigan](#)





TO APPLY

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

RICE BRYAN
Senior Associate
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TIM GREEN
Athletics Practice Leader
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