



DIRECTOR OF ATHLETICS

Start Date: July 2027

Morristown Beard School

Morristown, New Jersey | mbs.net



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Within a culture of support and collaboration, Morristown Beard School students discover and develop their individual pathways to academic success and personal fulfillment while becoming enlightened, morally responsible citizens of the world.

At a Glance



1891
Established



600
Enrollment



6-12
Grades



12-14
average class size



85% Upper School
100% Middle School
Participation in Athletics



60+
Athletic Teams



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OVERVIEW

Morristown Beard School (MBS) is a vibrant and dynamic, coeducational, independent day school serving students in grades 6-12 from more than 90 communities and nine counties in northern New Jersey. Morristown Beard School is a place of possibilities where students are supported on their journey of self-discovery, while challenged to develop their unique ideas, find their distinct voices, and cultivate a love of learning.

Known for its commitment to academic excellence and personal growth, MBS cultivates a learning environment where students are encouraged to explore their interests and contribute meaningfully to their communities. Faculty work closely with students to create an engaging and supportive academic experience, complemented by robust offerings in the arts, athletics and student life. This integrated approach fosters tenacity, creativity, and integrity, preparing students not only for success in college but for meaningful lives beyond it.

Crimson Athletics is an essential expression of the School's mission, fostering teamwork, resilience, leadership, and a deep sense of belonging among students. The program is distinguished by exceptionally high participation rates, a strong multi-sport culture, and a long-standing commitment to inclusivity, offering every student a skills-based opportunity to be part of the athletic program.



POSITION OVERVIEW

The Director of Athletics at Morristown Beard School will serve as the leader in shaping the vision, culture, and daily operations of Crimson Athletics.

Reporting to the Head of School, this new position will serve as a member of the senior leadership team and oversee all aspects of the athletic program, including Middle School and Upper School athletics, coaching staff, facilities, scheduling, and the student-athlete experience.

The Director of Athletics will be charged with articulating and implementing a clear, mission-aligned philosophy for athletics—one that balances the School's deep commitment to inclusivity with a growing desire for competitive excellence and program cohesion.

Working closely with the Offices of Admissions, Advancement and College Counseling, the Director of Athletics will also serve as a visible, relational presence across campus, building strong connections with students, coaches, families, and colleagues while ensuring that athletics is fully integrated into the broader life of the School.



OPPORTUNITIES AND CHALLENGES

The Director of Athletics will:

- Articulate and advance a clear, mission-aligned vision for Crimson Athletics that reflects Morristown Beard School's commitment to student growth, balance, and excellence.
- Guide the continued evolution of a program that values both broad participation and competitive achievement, ensuring a dynamic and meaningful experience for student-athletes at all levels.
- Strengthen alignment across teams, coaches, and divisions by establishing shared expectations, consistent standards, and a cohesive program identity.
- Recruit, develop, and support a talented and mission-aligned coaching staff, fostering a culture of professionalism, mentorship, and continuous improvement.
- Enhance organizational systems and structures to support the growth and sustainability of a comprehensive athletic program serving a large and highly engaged student population.
- Ensure a consistent and equitable experience across all programs, elevating the quality, visibility, and support of each sport within the broader Crimson Athletics landscape.
- Partner with School leadership to develop and implement a long-term vision for athletic facilities that supports student experience, community engagement, and program excellence.
- Deepen engagement with students, families, alumni, and the broader community through clear communication, strong relationships, and a visible leadership presence.
- Collaborate closely with Admissions, Advancement, and College Counseling to position athletics as a central and compelling component of the Morristown Beard School experience, ultimately growing admissions, increasing fundraising, and guiding student-athletes who want to compete at the next level.
- Champion the holistic development of student-athletes by expanding opportunities in leadership development, wellness, strength and conditioning, and college athletics guidance.



QUALIFICATIONS & PERSONAL ATTRIBUTES

The successful candidate will be a dynamic and experienced leader who brings both strategic vision and a deep appreciation for the role of athletics in student development.



The ideal candidate will demonstrate:

- Significant experience in athletic administration, preferably in an independent school setting
- A strong understanding of education-based athletics and the balance between participation, development, and competitive excellence
- Exceptional interpersonal and communication skills, with the ability to build trust across diverse constituencies
- A visible, relational leadership style characterized by accessibility, empathy, and consistency
- Experience leading organizational growth and managing change in complex environments
- A commitment to developing coaches as educators and mentors
- Strong organizational and operational management skills
- The ability to think strategically while attending to day-to-day details
- A deep alignment with the mission and values of Morristown Beard School

Above all, the School seeks a leader who is committed to fostering a vibrant and inclusive athletic program that challenges and supports every student while strengthening the fabric of the MBS community.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Strategic Plan](#)
- [Diversity, Equity, and Inclusion](#)
- [School Profile](#)
- [Athletics at Morristown](#)
- [About Morristown, New Jersey](#)



TO APPLY

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

RICE BRYAN

Director of Internal Hiring, Senior Associate for Athletic Director, Student Life, Middle School Head and Upper School Head; Consultant
rbryan@carneysandoe.com

TIM GREEN

Athletics Practice Leader
tim.green@carneysandoe.com

The full-time salary range for this position is \$150,000 - \$175,000. 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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