



ASSISTANT HEAD OF SCHOOL

Start Date: July 2027

Christ School

Asheville, North Carolina | christschool.org



Carney
Sandoe
& ASSOCIATES

MISSION STATEMENT

To produce educated men of good character, prepared for both scholastic achievement in college and productive citizenship in adult society.

At a Glance



1900
established



308
total enrollment



45
total faculty



70%
percent boarding students



20%
students of color



61%
students receiving aid



\$41.8M
endowment



\$15.6M
annual operating budget

We achieve this mission through a commitment to
OUR FOUR PILLARS

**ACADEMIC RIGOR
LEADERSHIP
SPIRITUALITY
THE DIGNITY OF MANUAL LABOR**

OVERVIEW

Christ School was founded in 1900 by Father Thomas Wetmore and his wife, Susan Allen Wetmore, as a mission of the Episcopal Church. Now, 125 years later, the school has grown to over 500 acres of academic and residential buildings, athletic fields, wooded trails, and green space, situated just outside of Asheville's city limits amidst the majestic Blue Ridge Mountains. Christ School serves more than 300 boys in grades 8-12, and students come from all over the United States and across the globe (15 states and 10 countries), adding cultural depth to the rigorous academic education. The program include 27 AP classes, a Global Studies diploma track, one of only three high school aviation programs in the country, 19 athletic teams in 11 sports, and an extensive outdoor program that takes full advantage of the surrounding area. Seventy percent of students live on campus. The school is affiliated with the Episcopal Church as an unfunded mission and accepts boys of all faiths. Christ School's chapel is the longest continuously operating Episcopal church in western North Carolina, and the tradition of a Chaplain conducting regular Chapel services has continued unbroken for over a century.

It is an exciting time in the life of the Christ School. In year three of implementing a visionary strategic plan, enrollment and finances are strong. A comprehensive campaign launched in November 2024, and the school has enjoyed extraordinary philanthropy from its supporters. This fiscal stability has allowed the school to turn a clear focus to educating the whole boy, developing programs of distinction, bringing new faculty housing and an additional academic building on line, and supporting students and faculty in a holistic way.

Christ School seeks an Assistant Head of School who will be an engaged, visible and connected presence on campus as well as a thought partner to the Head of School, Dr. Sean Jenkins, who is beginning his sixth year of leadership at Christ School. The Assistant Head of School is responsible for the student-facing, internal operations of the school, including student life, residential life, academics, and athletics, leading and supporting the capable teams who oversee these aspects of the school. Direct reports include the Dean of Academics, Athletic Director, Dean of Wellness, Dean of Students, Dean of Residential Life, Director of Student Engagement, and Director of Student Development. The Assistant Head plays a vital role in the life of the school, inspiring, developing, shepherding, and empowering students and adults alike.



ROLES AND RESPONSIBILITIES

The Assistant Head plays a central role in the School's leadership and daily administration, overseeing the student-facing internal operations of the school, including academics, student life, residential life, and athletics. In collaboration with the Head of School and other senior administrators, the Assistant Head of School will shape the day-to-day implementation of Christ School's short, medium, and long-term planning and strategic initiatives to advance the School's mission.

Specific responsibilities will be refined in partnership with the Head of School, evolving based on the current needs of the School, and are likely to include:

- Serving as a key thought partner to the Head of School and participating as a collaborative and engaged member of the Leadership Team;
- Supporting, refining, and augmenting the School's excellent academic program;
- Leading the execution of various projects and initiatives identified as a part of the School's current Strategic Plan and communicating the School's vision and mission to both internal and external audiences;
- Leading and developing academic, student life, and athletics administrators and maximizing the collective strength of the team;
- Supporting and nurturing the professional community, including the leadership development of current and aspiring leaders across the School, and fostering connection between members of the professional community in support of excellence, engagement, and retention;

PORTRAIT OF A GREENIE

A Greenie...

1. Builds oneself into a man, healthy in body and mind
2. Uses critical and innovative thinking to solve problems
3. Develops tenacity through grit and rigor
4. Appreciates the importance of the arts and creative endeavors
5. Explores personal faith and spirituality
6. Demonstrates humility through acts of courage and empathy
7. Celebrates the dignity of manual labor and all forms of work
8. Becomes a lifelong learner who values practice and experience
9. Collaborates in leadership to build community in teams
10. Considers himself a global citizen, ready to better the world

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*Every day, I am challenged creatively,
intellectually, and personally.*

- Christ School faculty member

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- In partnership with the Dean of Academics and Head of School, recruiting, hiring, and developing faculty;
- Supporting the smooth functioning of the school by serving as a liaison for parent, faculty, and student concerns and communication as needed;
- Maintaining a strong presence in all areas of the School, keeping the Head informed of the general programs, activities, challenges, and opportunities of the School;
- Staffing the Student Life committee of the Christ School Board of Trustees;
- Serving as a thought leader within the community and nationally, sharing expertise and best practices, speaking and presenting on School initiatives, and helping to elevate the visibility of successes; and
- As necessary, representing the Head of School at internal and external meetings, presentations, and committees.



QUALIFICATIONS AND PERSONAL ATTRIBUTES



Professional Qualifications

- Understanding of and appreciation for the joys and compelling qualities of an all-boys boarding and day school;
- Deep knowledge of current best practices and innovation in curriculum, pedagogy, and student life and their intersection in an intentionally residential and relational school;
- Efficacy and experience managing and supporting other adults to make full use of their talents and skills;
- Significant experience recruiting, hiring, managing, and developing faculty and staff to support the school's mission;
- The skill to articulate vision and strategy, paired with the operational expertise necessary for successful implementation; and
- Commitment to building exceptional programs across the curriculum and co-curriculum.



Leadership Style and Personal Qualities

- Eagerness to engage actively with students, families, faculty, and staff, prioritizing relationships amidst a demanding professional schedule;
- Commitment to hard work and creative problem solving while demonstrating humility and a dedication to personal growth and learning from and with one's colleagues;
- Leadership that is collaborative and approachable, yet decisive when necessary, grounded in integrity, transparency, and responsiveness;
- Commitment to fostering a welcoming community and culture where multiple perspectives are valued, respected, and heard;
- Ability to articulate clear expectations, translate priorities into measurable goals and outcomes, and foster accountability through timely, candid, and compassionate conversations;
- An unshakable commitment to boys and their growth into men of good character; and
- A sense of humor, enthusiasm for schools, and genuine excitement for serving as an Assistant Head of School.

LEARN MORE

- [School Website](#)
- [Why All Boys](#)
- [Four Pillars](#)
- [Belonging & Brotherhood](#)
- [College Matriculation](#)
- [About Asheville, North Carolina](#)





TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates are encouraged to submit the following materials as separate PDF documents as soon as possible:

- A cover letter expressing interest in this position
- A current résumé

Selected candidates may be asked to provide:

- Writing samples specific to this search
- 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)

Candidates should submit a résumé and cover letter to:

MARSHA LITTLE

Senior Consultant

marsha.little@carneysandoe.com

JAMIE ESTES

Consultant

jamie.estes@carneysandoe.com



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