



DIRECTOR OF ATHLETICS

Start Date: July 2027

Hill Country Christian School of Austin

Austin, Texas | hillcountrychristianschool.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

Hill Country Christian School of Austin partners with Christian families to impart truth, cultivate character, and inspire service while preparing college-bound students to think logically, communicate effectively, and impact the world with the love of Christ.

At a Glance



1996
established



723
enrollment (PK-12)



124
total faculty,
administrators, and staff



12
sports offered (grades 6-12)



\$12M
annual budget



64 acres
campus size



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OVERVIEW

Hill Country Christian School of Austin is an independent, Christ-centered, classical school located on a 64-acre campus in Cedar Park, a northern suburb of Austin. Founded in 1996 as a ministry of Hill Country Bible Church, the school welcomed 49 students in its inaugural year and graduated its first senior class in 2000. Today, Hill Country serves 723 students in PK–12 from more than 100 area churches and employs 124 administrators, faculty, and staff. Within a close-knit community, students are known and nurtured, challenged to develop their God-given gifts, and encouraged to discover their identity and purpose in Christ.

Hill Country is experiencing an exciting period of growth and transformation. Enrollment has increased from 500 to 723 students in just a few years, and the school plans to continue this growth trajectory with a goal of 900-1,000 students. Hill Country holds accreditation from Cognia and is a member of the Council on Educational Standards and Accountability (CESA).

Athletics is an integral part of the Hill Country student experience. The Knights offer 12 sports for students in grades 6–12 and compete locally and at the district, regional, and state levels through the Texas Association of Private and Parochial Schools (TAPPS) and the Capital Area Private and Parochial Schools (CAPPS). Recent accomplishments include a 2024 TAPPS state championship in cheer and a 2022 TAPPS state championship in boys basketball.





The school's investment in athletics reflects both the program's importance and the broader growth of the institution. Hill Country opened a new Multipurpose Athletic Center, known as The MAC, in 2020, and recently acquired nearly 11 acres of adjacent property, creating opportunities for additional athletic facilities in the future. Although the Knights are highly competitive and committed to excellence, the program's highest priority is developing Christ-like character through commitment, sacrifice, servant leadership, and mental toughness. At Hill Country, athletic success is measured not only by performance and championships, but also by the growth of the students who represent the school.

Position Overview

The Director of Athletics will advance the gospel and further the mission of Hill Country Christian School by leading an athletics program that pursues excellence while intentionally forming Christ-like character in students. The Director of Athletics will ensure that every aspect of the program reflects the school's values and helps student-athletes grow through competition, commitment, teamwork, and service.

Reporting to the Head of School and serving as a member of the senior leadership team, the Director of Athletics will provide strategic and operational leadership for all aspects of Middle and High School athletics. Responsibilities include overseeing coaches and athletics staff, facilities, scheduling, program development, and the overall student-athlete experience.

OPPORTUNITIES AND CHALLENGES

Strengthen a Shared Identity Across the Athletics Program. Building on the strengths and traditions of Hill Country's individual sports, the next Director of Athletics will continue developing a cohesive, department-wide identity. This leader will articulate a clear vision for Hill Country athletics, deepen the community's shared understanding of what it means to be a Knight, and promote alignment and consistency across every team.

Ground Athletics Explicitly in Christian Discipleship. At Hill Country, athletics is a vehicle for strengthening students' faith, forming character, deepening their identity in Christ, and teaching them to respond well to both success and adversity. Winning matters, but it must remain aligned with the school's Christian purpose. The next Director of Athletics must demonstrate a mature personal faith and the ability to translate the school's mission into clear expectations for coaches, student-athletes, and parents, as well as into the daily decisions that shape the program.

Build Dependable Systems, Policies, and Communication. As Hill Country grows, the athletics department will need systems and structures capable of supporting a larger and increasingly complex program. The next Director of Athletics will establish clear policies, consistent expectations, effective communication, and reliable processes that create greater clarity, accountability, and operational consistency.

Lead with Relational Strength and Appropriate Authority. The Director of Athletics must be a visible and trusted leader who builds strong relationships throughout the school community. At the same time, the individual must be prepared to make difficult decisions, enforce policies consistently, manage conflict, and navigate interpersonal dynamics with confidence, sound judgment, and emotional intelligence.





Develop and Support Coaches. Coaches are central to delivering Hill Country's mission and shaping the student-athlete experience. The next Director of Athletics will strengthen the school's approach to recruiting, hiring, onboarding, supervising, and evaluating coaches while providing meaningful opportunities for spiritual formation, technical growth, and professional development. The goal is to cultivate a connected coaching community grounded in shared standards and a common purpose.

Grow Participation and Competitive Excellence. Hill Country seeks to increase participation, improve athlete retention, strengthen the connection between Middle and High School programs, and elevate competitive performance. As enrollment approaches 900 students, the next Director of Athletics will develop a comprehensive strategy that aligns enrollment, staffing, scheduling, facilities, player development, and competitive goals with the school's continued growth.

Partner Across the School on Facilities, Advancement, and Enrollment. The next Director of Athletics will bring the strategic thinking, planning ability, and business acumen required to position athletics for long-term success. As a member of the senior leadership team, the Director of Athletics will collaborate closely with admissions, advancement, finance, and school leadership to support enrollment, guide facilities planning, steward resources responsibly, and advance the broader school priorities.

Address Facilities Challenges and Support Campus Expansion. While Hill Country's athletic program continues to grow, only a few of our field-based teams currently compete on our own campus, requiring us to rely on off-site venues for home games. The next Director of Athletics will navigate these facilities challenges while supporting an exciting vision for the future. As we look to transform our 64-acre campus through a new Master Plan—including a new stadium, track, fields, and courts—this leader will help guide the transition to bring our Knights home to compete, grow, and represent Hill Country on our own campus.

QUALIFICATIONS & PERSONAL ATTRIBUTES



Hill Country Christian School seeks a highly relational, mission-centered, and strategically minded Director of Athletics who will serve as the architect of a unified, sustainable, and increasingly competitive athletics program.

The ideal candidate will possess the following:

- Minimum of 5 years of similar or related experience.
- Must be a Christ-follower who upholds, in word and deed, the Hill Country Christian School of Austin's Core Values and Statement of Faith.
- Must faithfully attend a church whose fundamental beliefs are in agreement with the school's Statement of Faith.
- BS/BA in Physical Education, Health Sciences, or Sports Management or similar is required.
- MA in Athletics Administration is preferred.
- Participated in high school and possibly college sports. Have a widespread knowledge of interscholastic sports.
- Experience in coaching and ability to coach other coaches in tenets of coaching excellence.
- Must be capable of exercising good judgment in evaluating situations, managing priorities, and making decisions.

LEARN MORE

- [School Website](#)
- [Core Beliefs](#)
- [Athletics at Hill Country](#)
- [About Austin](#)





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



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