



PRESIDENT

Start Date: July 2027

ICA Cristo Rey Academy

San Francisco, California | icacristorey.org



**Carney
Sandoe**
& ASSOCIATES

MISSION STATEMENT

ICA Cristo Rey Academy is a Catholic Dominican college preparatory high school that empowers girls from underserved communities to become confident young women able to realize their full potential. By providing an excellent academic curriculum, a unique corporate work study experience and the support of our spiritual community, we prepare students for a life of faith, purpose, and service.

At a Glance



1883
established



250
total enrollment



97%
students of color



19
total faculty



84%
faculty with
advanced degrees



13:1
student-faculty ratio



OVERVIEW

ICA Cristo Rey Academy is an all-girls, Catholic college preparatory high school celebrating its 143th year in the Mission District of San Francisco. Since its establishment in 1883 by the Dominican Sisters of Mission San Jose, ICA Cristo Rey has been educating young women and preparing those young women for success in college and life beyond. ICA Cristo Rey was recently recognized as the number **1 San Francisco private school for UC admission rates** and the number four high school in California for the most students admitted into a UC school, with **37%** of our seniors earning admission.

ICA Cristo Rey Academy's mission of empowering young women to achieve their full potential reflects the unwavering spirit of its founders. In 1876, three young Dominican Sisters from Brooklyn traveled more than 3,000 miles across the country in response to a plea for help from San Francisco's first archbishop, Archbishop Alemany, who recognized that thousands of families with immigrant children were migrating to San Francisco and were in desperate need of a high-quality, religious education in Catholic schools. In 1883, Sister Maria Pia Backes established Immaculate Conception Academy in the Mission District and led it through a quick growth period as immigrant families embraced its combination of Catholic values and academic rigor. The dedication to an all-girls' education has been unwavering since its founding, and graduates from the Academy recognize the profound effect that the school and its programs have had upon their post-high school experiences. Throughout the 143-year history, ICA Cristo Rey has been grounded in the Dominican pillars of Study, Prayer, Community and Service that nurtures our students to become lifelong leaders who examine the world around them, gain a deeper understanding of themselves, and work toward a more just society.





In 2009, Immaculate Conception Academy joined the Cristo Rey Network, a national network of Catholic high schools that integrates rigorous college preparatory academics with four years of professional work experience through a Corporate Work Study Program. As a member of the Cristo Rey Network, ICA Cristo Rey Academy students attend classroom education four days each week and work with a Corporate Work Study Partner one day each week. The faculty and staff members work collaboratively to plan the curriculum in conjunction with the Work Study Program to help our students fully benefit from the integrated academic and work study program.

Under the Cristo Rey Model, in addition to academic excellence, ICA Cristo Rey's long-term success requires a focus on three key metrics: student enrollment; Corporate Work Study Sponsorships; and the financial support from our generous donor community. As a result, the ICA Cristo Rey Board and our religious Sponsor, the Dominican Sisters of Mission San Jose are seeking a President who can lead with charisma, integrity, executive leadership skills, and conviction based on Dominican spirituality—the pursuit of Truth and the pillars of Study, Prayer, Community and Service, which serve as the foundation for our ICA Cristo Rey Academy.

OPPORTUNITIES AND CHALLENGES

The next President will be expected to:

- Lead ICA Cristo Rey Academy in the Catholic tradition;
- Demonstrate strong executive leadership skills including the ability to delegate effectively;
- Effectively articulate the mission of the school to build enthusiasm and support from the faculty, corporate work study partners, families of current and potential students and the donor community;
- Represent the school both internally and externally, communicating the mission and programs of ICA Cristo Rey Academy to the school's various publics including working with parent groups and representing the school at civic, religious and other public functions;
- Advocate clearly for an all-girls' education to families of all backgrounds so that young women can be encouraged to learn, lead and flourish;
- Be able to build partnerships with corporate leaders in order to create more opportunities within the Corporate Work Program;
- Work collaboratively with the faculty, staff, administration and Board to ensure that there are resources available to support the programs offered at the school;
- Work effectively with the Cristo Rey Network and other Cristo Rey schools to leverage the resources of the Network and to strengthen the broader Cristo Rey Network;
- Bring thoughtful and data-driven solutions for financial sustainability and program excellence;
- Work thoughtfully and strategically with the Board to fulfill the aspirations for a successful future;
- Promote ICA Cristo Rey Academy's role and profile in the larger community to expand our donor community;
- Pursuant to the Board-approved budget, provide final approval for financial affairs, including the management and use of scholarship and endowment funds, tuition and fee schedules, and bank negotiations.



\$260,980

financial aid awarded



53%

students receiving aid



\$11M

endowment



\$8.2M

annual operating budget



.75 acres

campus size



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QUALIFICATIONS AND PERSONAL ATTRIBUTES

The President should be a faith-driven, practicing Catholic who leads with humility, moral clarity, and a deep commitment to the school's Catholic mission, and the Catholic traditions of education service and social justice. Additionally, the Board seeks:



- A servant-leader who is accessible, relational, and pastoral in presence — supporting all constituents and helping others thrive;
- An exceptional and skillful communicator who has a proven ability to engage a wide range of stakeholders, and build creative and mutually beneficial relationships within the philanthropic, corporate, public and nonprofit sectors;
- A visionary and integrative leader who will serve as the institutional spokesperson to all of the school's constituents;
- A strong administrator who will guide the School into the future with strategic financial planning and sound resource management;
- A gifted communicator and storyteller who can build enthusiasm across the community and promote the school to the broader community;
- A decisive and strategic problem-solver with the courage to take bold steps when needed, informed by data analysis and financial insights;
- An innovative thinker, capable of driving growth while championing creative programs to build enrollment, with the ability to assess program viability and make decisions that balance educational excellence with fiscal responsibility;
- An executive presence who inspires organizational and professional confidence, passion and persistence in an ambitious, fast-paced, and results-oriented school environment;
- A judicious leader demonstrating strong command of budget management, trend analysis, and fiscal forecasting to ensure the school's enduring success.

Specific Expectations:

- A practicing Catholic;
- A minimum of 3 years of proven fundraising and/or revenue generating success, preferably in the non-profit sector and with foundations;
- 5 years of executive leadership and management experience, steering an organization, or a significant department within an organization;
- Demonstrated unquestionable integrity and courageous leadership;
- A Bachelor's degree, and, preferably, a graduate degree.

LEARN MORE

- [School Website](#)
- [School History](#)
- [Why Choose ICA Cristo Rey](#)
- [School Profile](#)
- [Corporate Work Study](#)
- [About San Francisco, California](#)





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 completed Candidate Questionnaire (to be provided);
- 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:

BARBARA DAUSH

Senior Consultant and Catholic Schools Practice Leader
barbara.daush@carneysandoe.com

CATHY SHELBURNE

Consultant and Executive Coach
cathy.shelburne@carneysandoe.com

The full-time salary range for this position is \$250,000-285,000. 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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