International Coalition of Girls' Schools

icgs

DIRECTOR OF GLOBAL ENGAGEMENT, MEMBERSHIP, AND GROWTH

Start Date: July 2027

Application Deadline: October 16, 2026 at 5:00 PM ET

International Coalition of Girls' Schools

Remote / Global | girlsschools.org

Carney Sandoe & ASSOCIATES

VISION STATEMENT

United in elevating women's leadership worldwide by educating and empowering students to be ethical, globally minded changemakers.

Purpose
ICGS is the leading advocate for girls' schools, connecting and collaborating globally with individuals, schools, and mission-aligned entities dedicated to educating and empowering girls.

At a Glance

1991
established

580
member schools

28
countries represented

9.5
number of ICGS employees

$2.7M
annual operating budget

150 annually
professional development programs offered

2,000
Participants in ICGS professional development programs annually

ORGANIZATION OVERVIEW

The International Coalition of Girls' Schools (ICGS), a nonprofit organization dedicated to the education and empowerment of girls, is powered by one persistent and vital goal: **advancing girls and women.** Grounded in research and inspired by collaboration, ICGS is dedicated to documenting the transformative impact of girls' schools. Today, with membership that has more than tripled in the past decade and that now spans the globe, ICGS champions the voices of girls and women, providing tools to challenge systemic gender discrimination and empowering students to lead with courage, competence, and empathy.

A network of 580 primary and secondary girls' schools in 28 countries, ICGS is growing every day. The Coalition is home to public/state/government/tuition-free girls' schools, charter girls' schools, independent day and boarding girls' schools, and religiously affiliated girls' schools, serving more than 350,000 students globally. Just as each student is a unique individual, each Coalition member girls' school has its own distinct institutional identity and characteristics, unified by a commitment to centering girls' voices. The more than 50,000 professional ICGS educators and school leaders who are part of the Coalition are well prepared and motivated to give girls the tools, opportunities, and resources they need to step into the fullness of their own potential.

Through advocacy, research, professional development, and global collaboration, ICGS uplifts girls' schools and educators while fostering diversity, equity, and belonging. By hosting international gatherings and sharing innovative resources and practices, the Coalition inspires ethical, globally minded changemakers prepared to navigate a complex world. For those passionate about advancing education and gender equity, ICGS offers an unparalleled opportunity to be part of a bold and impactful mission.

The Director of Global Engagement, Membership & Growth sets strategy and provides senior leadership for ICGS's external engagement and growth portfolio, ensuring that professional learning, programs, partnerships, and events reach current and prospective member girls' schools in compelling and measurable ways. The Director oversees membership growth and engagement; communications, marketing, and brand; partnerships, sponsorships, and foundation relationships; and specific in-person events. The Director supervises the Communications & Member Experiences Manager, who leads day-to-day communications, digital engagement, and member-experience delivery within this strategic framework.

This senior builder-leader role requires an energetic, relational, goal-oriented, and entrepreneurially minded professional who can set direction, align resources, and turn organizational strategy into coordinated action, integrating communications, member engagement, partnerships, events, and growth efforts to advance ICGS's mission and long-term sustainability. The Director reports to the Global Executive Director and works in close collaboration with the Senior Director of Research, Programs & Operations.

ROLES AND RESPONSIBILITIES

Consistent with the culture at ICGS, the Director role will grow and evolve as the organization itself continues to evolve. Priorities and strategic initiatives for the role include the following:

The next Director will shape and implement an integrated global membership strategy that strengthens recruitment, onboarding, engagement, renewal, retention, reactivation, and growth.

- Use member and prospect data to identify opportunities, test approaches, track conversion and retention, and recommend investments
- Partner with colleagues to articulate clear, relevant member value propositions
- Employ surveys, interviews, and advisory input to understand member needs and continuously improve the experience
- Adapt engagement to regional contexts while maintaining a coherent global identity and shared standards

The Director will develop and lead a partnership, sponsorship, and foundation strategy aligned with ICGS's mission, priorities, visibility, and long-term financial sustainability.

- Identify, cultivate, negotiate, steward, and expand relationships, sponsorships, and partnership opportunities with aligned corporations, nonprofits, and other institutions that strengthen ICGS's visibility and thought leadership and benefit member schools

The Director will be a key leader in the planning and execution of professional development programming, ensuring that programs advance ICGS's strategic, membership, revenue, and visibility goals.

- Lead the planning and execution of several regional events annually
- Play a significant collaborative role in biennial Global Forums and other professional learning programs, with particular responsibility for member engagement, sponsorships, partnerships, audience development, external positioning, and communications alignment
- Partner with Regional Directors on professional development programs that are responsive to regional needs and aligned with global strategy and standards

The Director will establish an integrated strategic communications program that clarifies priorities, audiences, positioning, outcomes, and measures of success.

- Guide brand, messaging, editorial planning, and digital engagement, ensuring a consistent voice and visual identity across regions, programs, events, partnerships, and channels
- Oversee communications and member-experience strategy and give the Communications & Member Experiences Manager clear direction, regular coaching, and authority over daily communications and member-experience work

The Director will bring an external, member-centered perspective to strategy and decision-making.

- Partner with the Global Executive Director, Senior Director of Research, Programs & Operations, and Regional Directors to ensure member insight informs program design and offerings are effectively positioned and delivered
- Translate strategy into annual priorities, plans, budgets, and measurable outcomes
- Represent ICGS externally with credibility, cultural agility, warmth, and sound judgment

QUALIFICATIONS & PERSONAL ATTRIBUTES

The most competitive candidates are likely to possess most or all of the following qualities:

Professional Qualifications

- Alignment with ICGS' mission and deep resonance with the compelling attributes of girls' schools
- Progressive leadership experience in business development, advancement, membership, engagement, marketing, recruitment, or a related portfolio
- A record of growing and retaining a member, customer, donor, or community base through integrated strategy and disciplined execution
- Success building partnerships, sponsorships, or foundation relationships that generate sustained value and revenue
- Experience leading in-person events, including timelines, budgets, venues, vendors, sponsorships, run of show, and evaluation
- Strong marketing and communications judgment across positioning, campaigns, content, digital engagement, and brand standards
- Experience leading people and external partners through clear expectations, coaching, and accountability
- Excellent writing, presentation, relationship-building, negotiation, and facilitation skills
- Cultural agility and the ability to build trust across countries, regions, identities, and institutions

Leadership Attributes

- Member-centered and mission-driven, with a strong instinct for service and value creation
- Entrepreneurial and growth-oriented with the skill and competitive drive to identify possibilities and move them toward results
- Persuasive without being transactional; able to make a compelling case and ask for commitment successfully
- Adaptable and resilient, building new systems while preserving trusted relationships and continuity

LEARN MORE

- Coalition Website
- ICGS History
- Why Girls' Schools
- ICGS Schools

TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. The search will move quickly, and candidates are encouraged to submit the following materials as separate PDF documents as soon as possible and before the deadline of October 16, 2026 at 5:00pm ET:

- A cover letter expressing their interest in this particular 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)

Materials should be sent to:

MARSHA LITTLE
Senior Consultant,
Vice President of Professional Learning and Strategy
marsha.little@carneysandoe.com

AMY ROGERS
Consultant
amy.rogers@carneysandoe.com

The full-time equivalent salary for this position is approximately $150K USD. The starting salary is based upon, but not limited to, several factors which include years of experience, education level, and expertise. ICGS employees work remotely. While candidates must have permission to work in the United States, the Director may work from any location in the world. The Director will be expected to travel internationally and within North America several times each year.

Carney Sandoe & ASSOCIATES