

THE BIRCH WATHEN LENOX SCHOOL

DIRECTOR OF UPPER SCHOOL

Start Date: July 2027

The Birch Wathen Lenox School

New York, New York | bwl.org

Carney Sandoe & Associates



MISSION STATEMENT

An independent, coeducational college preparatory school in New York City, Birch Wathen Lenox has forged a singular mission. The School is committed to a rigorous, traditional academic program. At the same time, it is open to adapting innovation, consistent with its traditional values. The School strives to develop the unique potential of each student by cultivating intellectual, aesthetic, and ethical excellence.

As preparation for social responsibility, BWL instills the values of integrity, loyalty and civility in the Kindergarten through Grade 12 experience. In addition, the BWL tradition is to build character through an abiding regard for educational inquiry, mutual respect, and personal renewal.

OVERVIEW

The Birch Wathen Lenox School (BWL) is an independent, traditional, coeducational college preparatory school on the Upper East Side of Manhattan that serves kindergarten through 12th grade students. At BWL, an experienced, talented, and engaged faculty guides and teaches independent and critical thinking and logical reasoning and promotes confidence and innovative problem-solving capabilities to create leaders well-positioned to tackle challenges and thrive in an ever-changing global environment.

In recent years, the school has continued to grow its programming, focusing on developing its students' constructive dialogue skills, building student self-understanding through neuroscience, and establishing and expanding its EXCEL Program, which provides individualized and evidenced-based instruction for students needing additional support, especially around executive functioning. BWL instills in each student a desire for high academic achievement, honor, responsible citizenship, self-discipline, and mutual respect. Through BWL's commitment to freedom of thought and speech, readiness for the future, and civic agency, each student feels respected, valued, challenged, and rewarded.

Birch Wathen Lenox now seeks to hire the next Director of Upper School, starting July 1, 2027 to oversee the approximately 200-student upper school. The Director of Upper School will work closely with Bill Kuhn, the Head of School as well as with the Assistant Head and other Division Heads as the academic leader of the upper school. In this role, the Director of Upper School will be responsible for:

- Upholding the academic excellence of the Upper School program by curating and refining an already robust curriculum
- The development and accountability of the faculty, working closely with teachers and department chairs to ensure excellence with their craft
- The overall well-being of the student body, including programmatic innovation and execution of new initiatives



The Director of Upper School will be a visible member of the whole school community, working particularly closely with upper school students and their families to provide a mission-aligned experience for all.

The Director of Upper School will lead with intention consistent with the school's three pillars: Freedom to Think, Speak, and Listen, Rooted in Tradition, Ready for Tomorrow, and Character and Civic Agency.

The Director of Upper School will work closely with other members of the upper school administrative team to ensure the academic and student life curricula are aligned both vertically and horizontally. And, the Director of Upper School will have the opportunity to work independently and with authority, taking ownership over implementation of initiatives.

The Director of Upper School will shape the direction of the BWL upper school for years to come with an ability to challenge the status quo, offering fresh thinking around best practices in teaching and learning and student life, while also honoring school traditions.

KEY QUALIFICATIONS AND PERSONAL ATTRIBUTES

Birch Wathen Lenox School seeks a Director of Upper School who:

- Exhibits and communicates a deep love of upper school students, and who is an experienced upper school educator;
- Communicates clearly and with passion, both orally and in writing;
- Has demonstrated experience as an academic leader;
- Has a proven ability to work collaboratively with members of a team and as a manager;
- Exhibits an intellectual curiosity with an ability to continue learning as a leader
- Has the ability to recruit, train, and retain excellent teachers;
- Can draw on previous experience in schools while also be open to new and innovative ideas; has an entrepreneurial spirit;
- Is a strong and empathic manager of people
- Has the proven ability to make difficult decisions which are aligned with the mission of the school and the well-being of the student and faculty bodies



LEARN MORE

- School Website
- Three Pillars
- Upper School at BWL
- School Profile





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 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:

RICE BRYAN
Senior Consultant
rbryan@carneysandoe.com

AMANDA GASTEL
Consultant
amanda.gastel@carneysandoe.com

The full-time salary range for this position is $180K-220K. The starting salary is based upon, but not limited to, several factors which include years of experience, educational background, and expertise.

Carney Sandoe & ASSOCIATES