



Who We Are

St. Mary's Academy is Denver's premier independent, Catholic coeducational Preschool to Grade 8, and all-girls High School established in 1864 by the Sisters of Loretto. We are a forward-thinking educational leader focused on values-based, purpose-driven education with rigorous academics, integrated service learning, outstanding faculty, and a commitment to individualized attention and developing the whole student.

St. Mary's Academy is an inclusive community that welcomes students of every culture, religious tradition, and economic background. We emphasize understanding and appreciation of different perspectives. We focus on respect and how we treat each other – to love inclusively and unconditionally with compassion. This allows for a deeper understanding of others and of one's own convictions in an increasingly complex, multicultural, and multi-religious world. Our Loretto School Values of faith, community, justice, and respect guide us in our work.

St. Mary's Academy is an extraordinary place, and we are seeking a Director of Athletics to help us achieve our mission. SMA has a rich tradition of excellence and success with competitive sports offerings in the Lower, Middle, and High Schools. A strong parent support community, commitment to ensure state-of-the-art facilities through capital and campus-improvement campaigns, and reimagined Middle School programs are all recent hallmarks of successful athletic initiatives.

Program Overview

ENROLLMENT 699

**CHSAA DESIGNATION
3A Metro League**

**MEMBER OF CATHOLIC
SCHOOLS ACTIVITIES
LEAGUE (CSAL)**

**MIDDLE SCHOOL SPORTS
OFFERINGS 16**

**HIGH SCHOOL SPORTS
OFFERINGS 13**

**144,000 SQUARE FEET OF
SUSTAINABLE TURF SPREAD
ACROSS THREE FIELDS**

GYMNASIUMS 2

The Opportunity at St. Mary's Academy

St. Mary's Academy seeks an experienced and dynamic Athletics Director to spearhead a transformation of our K-12 athletics program. We seek an individual with a visionary approach, a proven track record in comprehensive athletics programs, and a passion for building competitive programs tailored for scholar-athletes with a strong desire to succeed. This is more than just a role - it is a mission-critical position with the potential to propel SMA to new levels of impact and accomplishment.

Our ideal candidate is a strategic thinker with a deep commitment to nurturing the development of athletes, fostering a culture of excellence within our Athletics Department, and promoting sportsmanship. The Athletics Director oversees all facets of our athletics program, including mentorship, budgeting, compliance, and community engagement, with a keen focus on supporting athletes across grades.

The candidate will lead the Athletics Department, infusing innovative ideas and a forward-thinking approach to elevate our programs and initiatives. They will also monitor the quality of our various programs and work collaboratively with athletes, coaches, athletics staff, institutional administrators, and a vast collective of supporters to advance the Athletics Department.

The next Athletics Director will have the opportunity to advance the Athletics Department, within a school that recognizes and passionately embraces the profound importance of sports, ensuring enthusiastic support for athletes of every age. With the ability to shape and execute our athletics programs, the candidate will be pivotal in steering the trajectory of sports excellence at SMA.

As St. Mary's Academy stands at the precipice of a transformative era under the leadership of our new President & Head of School, Iswari Natarajan, the Athletics Director position takes on heightened strategic significance. The individual stepping into this position will be to continue our success. This is an opportunity to lead with strategic foresight and bring innovative ideas to the forefront.

Recent High School Athletics Accomplishments

- Basketball 2023 3A League Champions
- Cross Country 2022 League Senior of the Year
- Field Hockey 2023 State Championship Semifinalist
- Golf State Champions in 2021, 2022, and 2023, 3A Golfer of the Year, 3A Coach of the Year
- Soccer 2022 and 2023 State Qualifier
- Swim & Dive 2023 League Champions, 3A Swimmer of the Year, 3A Swim Coach of the Year, State Individual Record
- Tennis 2023 Regional Individual Champions
- Track & Field 2023 League Champions
- Soccer 2022, 2023 State Qualifier



Ideal Candidate Attributes and Experiences

- Demonstrates an unwavering commitment to embodying our Loretto School Values of faith, community, justice, and respect.
- Exhibits a genuine passion for St. Mary's Academy and our mission and a deep appreciation for the values inherent in a faith-based school environment.
- Embodies a visionary and charismatic spirit equipped with the knowledge, creativity, determination, passion, and decisiveness needed to garner support and drive athletic program initiatives in a multifaceted environment.
- Brings a wealth of experience and a profound understanding of excellence in athletic programs, safe, competitive environments, and the emotional well-being of students.
- Boasts a proven track record of successfully recruiting, onboarding, and developing top-tier coaches who positively encourage and develop scholar-athletes.
- A strong team builder who leads by example and seeks to move K-12 athletic projects and the school forward through creativity and cooperation.
- Shows adaptability in developing athletic program strategies, including integrating club sport opportunities and environments.
- Spearheads initiatives that celebrate student participation and overall accomplishments.
- Exceptional oral and written communication skills that positively influence stakeholders in various settings.
- Demonstrates a strong commitment to supporting all students, fostering a culture of encouragement across all grade levels.
- Spearheads initiatives that support college recruitment efforts and that celebrate student participation

Responsibilities Overview

The Athletic Director is responsible for providing leadership, supervision, and coordination of all High School, Middle School, and Lower School sports programs. In this full-time position, close collaboration is essential with the Head of School, COO, CFO, High School Principal, staff, parents/guardians, and scholar-athletes. Key priorities involve cultivating an athletic program that provides athletes with opportunities for participation in highly competitive programs and welcomes newcomers to sports offerings. Additional priorities include the establishment of middle school feeder teams, the celebration of athletes, and the strategic recruitment of experienced coaches. The position oversees the staff of the Athletics Department, ensuring a cohesive and thriving environment.



Reporting Structure and Relationships

The Athletics Director reports to the Chief Operations Officer. Building close working relationships with the Lower, Middle, and High School Principals, COO, CFO, Director of Development, and Director of Marketing and Communications is central to this position.

Responsibilities:

Leadership and Vision

- Provide strategic leadership for our K-12 athletics program, fostering scholar-athletes growth.
- Develop and communicate a clear vision for the Athletics Department aligned with SMA's mission and vision.
- Demonstrate unwavering commitment and vision in supporting all athletes in the Lower, Middle, and High Schools, ensuring a culture of enthusiasm.
- Provide leadership and mentorship to staff, coaches, officials, and athletes, creating a welcoming environment.
- Partner and build relationships with the campus community to develop additional opportunities to enhance the athlete experience.
- Spearhead initiatives that support college recruitment efforts, ensuring scholar-athletes are well-positioned for future opportunities.
- Demonstrate a high level of character and sportsmanship at all sporting events.

Program Management

- Develop, implement, and report on athletic program annual goals, objectives, and comprehensive action plans.
- Oversee the scheduling and coordination of all athletic events to ensure coaches, staff, and athletes are fully supported during competitions.
- Serve as an active member of CHSAA, and oversee CHSAA requirements for coach and athlete eligibility.
- Promote athlete development through sporting behavior, character education, teamwork, leadership, and citizenship.
- Implement policies and procedures to ensure the safety and well-being of athletes.

Budget and Resource Management

- Develop and manage the Athletic Department budget, allocating resources effectively to support various sports programs.
- Seek and secure additional funding through sponsorships, grants, and fundraising initiatives to enhance the athletic programs.

Compliance and Governance

- Ensure compliance with all relevant regional and state athletic association rules and regulations.
- Maintain accurate records of athlete eligibility and participation.

Community Engagement

- Build positive relationships and establish effective communication channels with athletes, parents/guardians, alumnae/alumni, and community members to foster support for the athletic program.
- Organize and promote events that showcase the achievements and talents of athletes.
- Collaborate closely with Academy Parents' leadership and the chairs of special events.
- Formulate and execute strategies to nurture community and belonging, fostering goodwill and positive connections among all SMA stakeholders through personal relationships, internal and external communications, publications, and events.
- Undertake other duties and responsibilities as assigned by the High School Principal & Head of School.
- Embrace and value 360-degree feedback.

Key Qualifications:

- Hold a degree in Sports Administration or related field.
- Demonstrate a proven track record of success in teaching, coaching, and/or educational administration.
- Possess exceptional communication and interpersonal skills, fostering authentic connections with students, parents/guardians, coaches, alumne/ alumni, faculty, and staff.
- Demonstrate a dedicated commitment to leading a competitive athletics program.
- Possess thorough knowledge of secondary athletic programs and methodologies.
- Demonstrate the ability to efficiently multi-task, work under pressure, and consistently meet deadlines.
- Exhibit a profound appreciation for education and an unwavering commitment to the mission of SMA.



Search Information

A search is underway to identify a new Athletic Director for St. Mary's Academy in Englewood, Colorado. The selected candidate will assume the position on or around July 1, 2024.

Please direct all inquiries, applications, and nominations in confidence to:

Lyndal Brookhart, Director of Human Resources

lbrookhart@smanet.org

Please submit the following

- A cover letter addressed to the Academy explaining the candidate's interest in St. Mary's Academy.
- A resume.

Search Timeline

Application for submission deadline: Feb. 23, 2024

Semifinalist interviews and finalists interviews completion: March 15, 2024.

Salary Range:

Salary Range: \$90,000 - \$110,000, based upon experience.

St. Mary's Academy is an affirmative action/equal opportunity employer and seeks a diverse and broad spectrum of qualified candidates.