Director, School of the Arts
Job Posting

Founded in 1728, Norfolk Academy is an independent, nonsectarian, coeducational day school of approximately 1,200 students in grades 1-12. Located on a 72-acre campus in the Hampton Roads area of Virginia, the school for generations has prepared young men and women not only for the most selective colleges and universities in the country but also for lives of learning, leadership, and service. An honor system is central to the school's philosophy, as are traditions such as a public speaking program, family-style lunches with faculty and students sharing the midday meal together, open lockers, and daily assembly. A recently completed $68 million capital campaign has provided the school a national-caliber leadership center, a state-of-the-art athletic stadium and track, and major additions to the Lower School and dining facilities. Norfolk Academy enjoys a position among the top handful of independent day schools in the country.

Position Summary:

Norfolk Academy is currently seeking a Director, School of the Arts to guide and support the continued development of the Lower School's auxiliary instrumental music and performing arts programs. The Director will lead the orchestral program in the Lower School, manage the scheduling and teaching of private music lessons, coordinate with other arts faculty across divisions, and serve as a key advocate for the arts within the school community. The ideal candidate will demonstrate a passion for music education, a commitment to nurturing young learners, and a collaborative spirit that strengthens interdisciplinary partnerships across the arts.

Successful candidates will model curiosity, strong musicianship, and a desire for professional growth; collaborate with colleagues; and demonstrate the ability to build positive and meaningful relationships with students, families, and faculty in a manner consistent with the Academy's mission and values. We value honor, integrity, and relationships, and alignment with those core values is expected of all faculty and staff.

Position Category: 10 months (mid-August to mid-June).

Responsibilities include:

- Teaching Lower School orchestra classes

- Overseeing and scheduling private music lessons in coordination with instructors and families
- Teaching private or small group lessons as needed
- Teach technical proficiency on an instrument
- Foster a love and appreciation for music
- Experience organizing and directing student performances, recitals, or concerts
- Supporting arts programming across divisions, including recitals and performances
- Collaborating with other performing and visual arts faculty to support an integrated arts program
- Attending faculty meetings and fulfilling other basic professional obligations
- Contributing to the larger school community through participation in assemblies, events, and partnerships
- Presiding at a table with students during daily seated lunch
- Performing other duties as assigned

Required Qualifications:

- Bachelor's degree in Music Education, Music Performance, or a closely related field
- Previous experience teaching music to elementary or middle school students, preferably in a school setting
- Strong organizational and communication skills, especially in coordinating private lesson programs
- A collaborative spirit and enthusiasm for contributing to the broader life of the school through the arts

Required Competencies:

- Dedication and commitment to the well-being and growth of children
- An understanding of and a commitment to the school's values, as outlined in the Philosophy, Objectives, and Diversity, Equity, & Justice Statement
- A comprehensive understanding of the field of education and a demonstrated willingness to explore and embrace new pedagogical practices, technologies, and developing trends
- Strong written and verbal communication skills, with the ability to engage various audiences, as well as clearly share insights about students and student needs
- Ability to cultivate meaningful relationships with all constituents with a focus on what is best for each child
- Self-starter who is adaptable, possessing a growth mindset with the ability to think critically, problem-solve, and plan effectively

Salary and Benefits

- Norfolk Academy offers competitive salaries and comprehensive health coverage for employees and their eligible dependents
- Norfolk Academy is committed to the professional growth and development of its faculty. Teachers enjoy access to broad grant and professional development programs, including a professional growth summer grant program and continuing education funding for graduate work, as well as conference attendance and/or professional growth opportunities provide significant, broad-based support for faculty.
- For a list of employee benefits, please visit: https://www.norfolkacademy.org/employment

Non-Discrimination Policy
Norfolk Academy does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, disability, pregnancy, childbirth or related medical conditions, age, status as a veteran, and/or national origin.

Resume and cover letter and/or completed applications should be submitted online via the Norfolk Academy website.