



Cape Fear Academy Job Announcement

Applications are now being accepted for Lower School Counselor for the 2026-2027 School Year. (Full-Time)

Cape Fear Academy is a learning community committed to discovering and developing individual potential, preparing each student for success in college and life.

Located in Wilmington, NC, Cape Fear Academy is southeastern North Carolina's premier PK3-12 independent school. A learning community of 813 students and 156 faculty and staff members, CFA is guided by its mission of discovering and developing individual potential. To accomplish this goal, CFA offers students an impressive array of opportunities in academics, the visual and performing arts, and athletics. Our 47-acre campus has state-of-the-art facilities that provide a rich and inspiring physical environment for students to explore and develop their passions. More important, CFA boasts a committed faculty and staff who live the school's mission in their daily interactions with students.

Teachers at Cape Fear Academy deliver high quality instruction that emphasizes critical thinking, written and oral communication, and collaboration in a technology-rich environment. CFA's academic curriculum establishes clear, coordinated goals for each course and grade level while still allowing teachers the freedom to be creative and innovative in their instructional choices. Academic departments foster collaborative decisions about curriculum, materials, and departmental goals. This high level of collegiality as well as support for continuous professional development make CFA an ideal place to grow professionally.

All members of the CFA community are familiar with and expected to uphold and foster the core values of respect, integrity, resilience, and accountability. These core values are the cornerstone of school-wide commitment to developing leadership skills in our students, preparing them for success in college and life.

Applications are now being accepted for the following position for the 2026-2027 School Year:

Lower School Counselor – Full Time

Scope:

The Lower School Counselor will provide guidance and counseling services to primary grades from LE-1 through Fifth Grade to support the social and emotional health of students. Working closely with the Lower School Director and other school counselors, the Lower School Counselor will develop and implement programs that help our students be effective students and citizens. Responsibilities will be performed in a manner that is consistent with Cape Fear Academy's mission, vision and values, maintaining a high level of professionalism and support of the school at all times.

Major Responsibilities:

1. Primary focus is with LE1 - Fifth Grade.
2. Develop and conduct in-class guidance lessons on topics such as friendship, respect, bullying, cooperation, tattling, respecting others, anger, healthy ways of dealing with feelings, and other social skills.
3. Assist in handling any conflicts or social/emotional issues that may arise with LS student(s) – this may result in some individual work with a student regarding the issue at hand.
4. Establish various short-term small groups throughout the year geared toward addressing topics that are covered in guidance lessons (i.e. social skills, anger, friendship).
5. Develop and implement individual or small group programs to support both student and faculty well-being. Collaborate with teachers and parents to include recommendations for program participants.
6. Facilitate parenting workshops. Attend parent coffees.
7. Facilitate professional development for faculty. Attend LS faculty meetings.
8. Serve on both the Crisis Management Team and Threat Assessment Team.
9. Provide assistance in crisis counseling grades LE-12th grade, as needed.
10. Collaborate with school counseling team on PK-12 comprehensive counseling program planning.
11. Performs other projects and duties as assigned.

Knowledge, Skills and Abilities:

Counselor needs to be experienced and knowledgeable in all levels of Lower School counseling including child and adolescent psychology. Counselor position requires excellent organizational skills and to maintain high levels of confidentiality.

Education:

Bachelor's degree required, Master's degree preferred.

Experience:

- Three or more years of school counseling experience, preferably at the Lower School level in an independent school.
- School leadership experience strongly preferred.

- Curriculum development and delivery experience strongly preferred.

Equivalency:

Directly related experience or a combination of directly related education and experience may be considered in place of the above requirements.

Physical Requirements/Working Environment:

- Ability to sit or stand for the majority of a normal workday.
- Must be able to use a computer and other office equipment effectively.
- Must have close vision, color vision and the ability to adjust focus.
- Must have hearing sufficient to hear student and colleague vocalizations from across a classroom or outdoors.
- Mobility sufficient to navigate efficiently within our entire campus, including fields and other environments with uneven ground.
- Hearing sufficient to hear vocalizations from a distance and speech sufficient to instruct and interact indoors or outdoors with groups of students.
- Must be able to speak clearly and loudly enough to be understood.
- Must be able to work in an environment with moderate noise level.

Salary and Benefits: We offer competitive compensation and a robust selection of benefits, including:

- Heavily subsidized Health Insurance for employees.
- Employer paid Life and Long-Term Disability insurance.
- A full complement of voluntary group insurance plans (Dental, Vision, Flexible Spending Accounts, Accident, Hospital, Critical Illness and Voluntary Life Insurance for employees and families.)
- We offer professional support for student loan forgiveness programs, Employee Assistance Program and financial literacy resources.
- We support retirement contributions with a 6% match after one year of service.

Starting Date: August 10, 2026

To apply, please use the link below:

<https://recruiting.paylocity.com/recruiting/jobs/All/bad901c1-f066-460d-90a1-32df81fba70b/Cape-Fear-Academy>