



The
Frederick
Gunn
School

*Opportunity
Statement*



CHIEF PEOPLE OFFICER

Start Date: April 1, 2026 | 📍 Washington, CT



gogunn.org

ABOUT THE SCHOOL

The Frederick Gunn School, founded in 1850, is a co-ed boarding and day school for students in grades 9-12 as well as a post-graduate year. Mr. Gunn had a deep appreciation for the natural world, believing that in nature students understand themselves as humans and their place in the world. He took a principled stand against slavery and spurred students (and the town at large) to examine their beliefs. In addition to the habits and skills students will need in college and life beyond, we teach them to follow Mr. Gunn's example: to cultivate wisdom, to be trailblazers, to act with conviction, and to value character as highly as intellect and achievement.

Our continuous focus on moral character development intentionally engages all members of our school in the work of creating an inclusive and equitable living and learning ecosystem. Community and citizenship are at the heart of our aspiration to both social justice and academic excellence, with individual diversity integral to the strength of that community. When we embrace difference and pursue school life with respect, equity, and compassion, we build a foundation for engaged citizens.

In keeping with the tenets of our founder Frederick Gunn, The Frederick Gunn School seeks to provide a pluralistic learning environment for all inclusive of (but not limited to): culture, ethnicity, gender identity or expression, national origin, learning differences, physical difference, political affiliation, race, religion, sex, sexual orientation, and socioeconomic differences.

We invite applicants who resonate with our mission and who will foster an environment of cultural and intellectual richness and an active participant in advancing equity and inclusion.

325

Student Body

5,530

Global Alumni
Network

35

AP & Honors
Courses

220

Acre Campus

90

Miles From New
York City

CORE VALUES

Integrated Humans

Thriving people learn to integrate the intellectual, the physical, the spiritual, and the emotional through an examination of the place of each, discernment about their relative role, and a commitment to balance and flourishing.

Hopeful Faculty

We prize faculty who believe resiliently, optimistically and with good humor in the students' and faculty's collective ability to grow and learn; know their discipline and practice, and understand character development. A faculty oriented around these principles will earn the confidence of students and create a place of purpose and fun where faculty and students want to be.

Learning Ecosystem

Thriving communities recognize the interdependent nature of their parts. Therefore, The Frederick Gunn School is a school that champions the interdisciplinary and inter-experiential nature of life and learning - one that incorporates the outdoors, athletics, and arts, as well as academics, into everyday life.

Moral Character Development

We are a school that nurtures Mr. Gunn's belief in character as the driving force in a life well-lived, and that character emerges through the intentional pursuit—in knowledge and practice—of what is good, right, true, sustainable, and beautiful.

Engaged Citizens

The Frederick Gunn School is a school that, despite growing cultural apathy, cynicism, consumerism and distraction, produces people who care deeply - who become wise, engaged, active citizens.



SUMMARY | CHIEF PEOPLE OFFICER

The Frederick Gunn School, a co-educational boarding and day school serving students in grades 9-12 and post-graduate, seeks a **Chief People Officer (CPO)** to join its Senior Leadership Team. The CPO will lead all aspects of the school's people strategy and human resources function, ensuring that faculty and staff thrive in a culture rooted in trust, growth, and inclusion.

As a strategic partner to the Head of School and senior leaders, the CPO will oversee recruitment, employee relations, compensation and benefits, compliance, and organizational development. This leader will also drive initiatives in leadership development, faculty and staff growth, and the design of equitable systems that align with the school's mission and values.

Anticipated Start Date: April 1, 2026



ESSENTIAL FUNCTIONS

Strategic HR Leadership

- Develop and implement a people strategy aligned with the school's mission, values, and strategic plan.
 - Serve as a thought partner to the Head of School and Senior Leadership Team on organizational culture, workforce planning, and leadership development.
 - Ensure HR practices reflect best-in-class compliance, equity, and transparency.
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Employee Relations & Compliance

- Lead and advise on employee relations matters, including disciplinary processes, investigations, corrective action, and terminations.
 - Partner with administrators to implement performance improvement plans and documentation processes.
 - Stay current with federal and state employment law, ensuring school-wide compliance.
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Talent Strategy & Development

- Design and oversee recruitment, onboarding, and retention strategies to attract and sustain a diverse, high-performing workforce.
- Create systems for employee feedback, professional growth, and evaluations across faculty and staff.
- Build and manage leadership development programs to strengthen the pipeline of future school leaders.

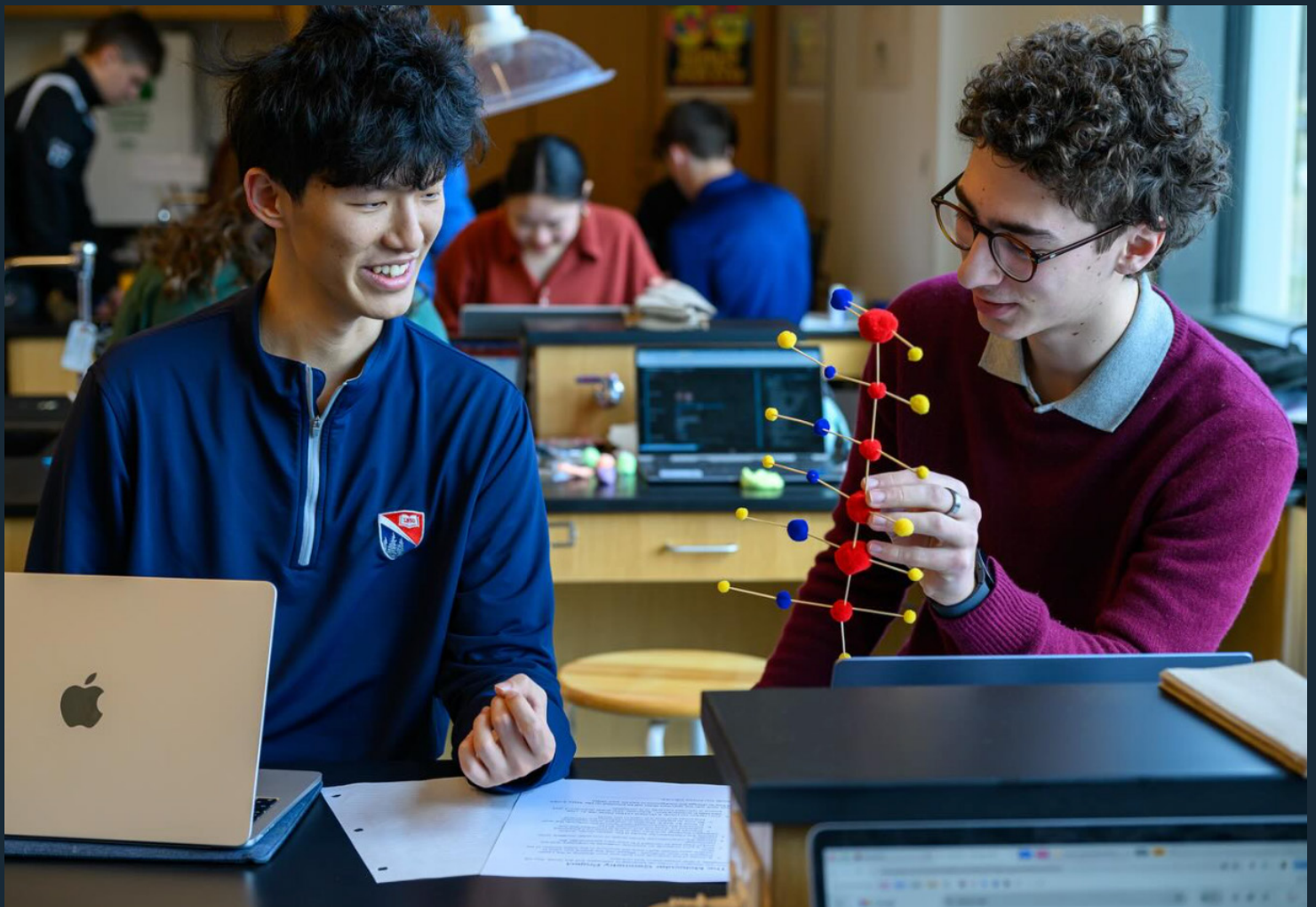
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Compensation & Benefits

- Oversee compensation and benefits strategy.
 - Maintain competitive salary structures and transparent pay bands.
 - Ensure HRIS, payroll, and benefits systems are efficient, accurate, and accessible.
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Culture & Organizational Development

- Promote a culture of trust, inclusion, and growth.
- Support faculty and staff orientation, professional development programs, and recognition processes.
- Serve as a resource to employees for navigating both professional and personal needs.



QUALIFICATIONS

- Bachelor's degree in Human Resources, Business Administration, or related field required; Master's preferred.
- 10+ years of progressive HR leadership experience, with at least 5 in a senior role; experience in education or mission-driven organizations preferred.
- Expertise in employee relations, including disciplinary and termination processes.
- Proven experience in talent strategy, leadership development, and system design.
- Excellent interpersonal, negotiation, and communication skills.
- Strong organizational, analytical, and problem-solving abilities.
- SHRM-SCP, SPHR, or equivalent certification strongly preferred.
- Commitment to confidentiality, professionalism, and cultural competency.



HOW TO APPLY

Interested candidates should submit the following materials in a single PDF file (addressed to Amanda Colarusso, Chief People Officer) to Zack Lehman at zack@dovetailedsourcing.com, and Alison Moore, Senior Recruiter, at alison@dovetailedsourcing.com:

- **Resume**
- **Cover Letter** that addresses your interest in The Frederick Gunn School and how your experience aligns with this role
- **List of three to four references** (will not be contacted without permission)
- **30/60/90 Day Summary** - a brief outline (1-2 pages) of how you envision spending your first three months as Chief People Officer, including priorities you would set, relationships you would build, and systems you would assess or strengthen.

Please do not contact the school directly. Applications will be reviewed on a rolling basis until the position is filled.



The
Frederick
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99 Green Hill Road
Washington, CT 06793

📍 WASHINGTON, CONNECTICUT

Washington, Connecticut is a charming and historic town nestled in the scenic hills of Litchfield County. Known for its natural beauty, cultural richness, and timeless New England character, Washington offers a tranquil and sophisticated lifestyle. With its preserved landscapes, vibrant arts scene, and highly regarded schools, the town is a favorite retreat for artists, writers, and families seeking a peaceful yet connected community.

Highlights of Washington

Scenic Beauty & Outdoor Recreation

Surrounded by woodlands, rivers, and nature preserves, Washington offers exceptional hiking, biking, and outdoor adventures, including Steep Rock Preserve and Hidden Valley.

Cultural & Artistic Life

Home to the renowned Gunn Memorial Library and Museum, the Judy Black Memorial Park and Gardens, and nearby art galleries, the town has a thriving creative community.

Historic Charm

With colonial architecture, charming inns, and a picturesque village center, Washington exudes classic New England character and heritage.

Quiet Sophistication

The town's peaceful atmosphere, thoughtfully preserved land, and elegant homes make it an appealing haven for both full-time residents and weekenders.

