



**Mount Snow Academy  
Head of School**

Mount Snow Academy ("MSA") is conducting a search to hire its next Head of School to lead the entire organization which includes a state accredited winter sports academy and weekend snowsports program.

**School Details**

Mount Snow Academy  
248 Route 100, Box 616  
West Dover, VT 05356  
Founded: 1980  
Type of School: Winter term, Co-ed, Board & Day School  
Grades: 6-12 & Postgraduate  
Students: 53  
Website: [mountsnowacademy.org](http://mountsnowacademy.org)  
Start date: 7/1/2019

**Our School**

MSA is a winter sports academy for elite student athletes located in West Dover, Vermont. Students in grades 6-12, from states all along the East Coast and Midwest attend MSA from November through March. They choose MSA for its high quality training for competition in alpine ski racing, snowboarding, and freeskiing, as well as the opportunity to continue their studies in a flexible and individualized academic environment. They can choose to board on our campus, or live locally with their families. Each student athlete brings with him or her the curriculum and expectations from the school they attend in the fall and spring. Mount Snow Academy strives to return each student to their 'home' school on track with assignments and exams. Our one-to-one teaching model gives our student-athletes the individualized support each needs to stay on par academically, and they often return to their home school with a far greater depth of knowledge in the material covered. MSA is an approved school by the Vermont State Department of Education.

MSA student athletes train and compete in three disciplines: alpine racing, snowboarding and freeskiing. Mount Snow is the home to our ski race program and Carinthia Parks at Mount Snow is our snowboard and freeski training venue. Our strong partnership with Mount Snow allows for exceptional access to a variety of ski race terrain and the best terrain park in the East. Our unique schedule allows for unparalleled training opportunities, with three half days and three full days of training per week. Off season training camps occur through the spring, summer and fall. The school has a tradition of success in all disciplines, having produced three Olympians, multiple Olympic medals and successful NCAA and USCSA collegiate ski racers.

## **Our Future**

Since our move into the former Matterhorn Inn in November 2016, MSA has transformed an inn to a school that provides academic, athletic and residential programs. We have increased enrollment from 24 students in 2015, to over 50 this winter. In its first phase of growth, the school focused on program development and enrollment growth. In its next phase, an important focus for the Board and senior leadership team will be capital fundraising, student athlete recruitment and business development through increased camp offerings and off-season facility use.

## **General Scope of the Position:**

This is a year-round, full time position in which the Head of School will be oversee of all aspects of the organization.

### **Specific Responsibilities will include:**

- Work closely with the Board to develop, and execute, its annual and multi-year operating plan.
- Lead, develop and manage MSA's staff in a manner that will ensure delivery of highest quality programming to work safely and effectively with the student athletes
- Deliver the highest quality snowsports program to include world class coaching, training and competition
- Deliver the highest caliber academic experience for students and assemble a teaching staff
- In collaboration with the Board, formulate and execute a multi-year strategic development campaign that will provide our student athletes with the "best in class" training venues and facilities
- Maintain and strengthen MSA's relationships with its member families, alumni, Mount Snow Ski Area and local community

### **Desired Qualities & Qualifications**

The Search Committee will seek candidates whose experiences and qualifications include most or all of the following criteria:

- Ability to understand, support, and mesh the three athletic programs of the Institution while respecting the individual characteristics of each
- Strategic fundraising experience
- Deep understanding of the balance between academics and athletics in a highly competitive snowsport academy
- Appreciation of Mount Snow Academy's tradition and core values
- Strong management skills and a track record of successfully developing teams and individuals.
- The ability to inspire employees to do their best work and to love what they do
- An authentic, charismatic, and collaborative disposition
- A commitment to continuous improvement and the willingness to implement change and growth initiatives while respecting the history and traditions of the school
- Trustworthy and able to earn the trust of athletes, parents, teachers, colleagues and the broader community
- The vision to imagine new ideas and the operating capabilities to bring those ideas to life

**Application Process (Applicants are requested to submit in a single PDF merged document)**

- Cover letter expressing interest in the position and explaining why the candidate believes his/her qualifications align with this position.
- Current Resume.
- Educational philosophy and leadership statement.
- List of at least five references with contact information.

Candidate applications are expected to be received on or before March 1, 2019. These documents will be reviewed by the Head of School Search Committee. Please address all expressions of interest by email to:

byrons@mountsnowacademy.org

Our goal is to be candid through the process and we are highly sensitive to confidentiality.

Thank you for your interest in becoming the next Head of Mount Snow Academy.

Regards,



Shawn Byron '89



Constance Geoghan, '90

MSA Search Committee Co-chairs

***MSA believes that each individual is entitled to equal employment opportunity without regard to race, color, religion, sender, national origin, age, disability, genetic information, sexual orientation, ancestry, veteran status, or any other characteristic protected under federal, state, or local anti-discrimination laws. The school's equal employment opportunity practices extend to recruitment, hiring, selection, compensation, benefits, transfer, conditions, and privileges of employment.***