

POSITION STATEMENT

Tabor Academy

MARION, MASSACHUSETTS



DIRECTOR OF ATHLETICS SEARCH

START DATE: JULY 1, 2026





OVERVIEW

Founded in 1876 and proudly known as the “school by the sea,” Tabor Academy is a coeducational, college, preparatory boarding, and day school for grades 9-12 located in Marion, Massachusetts. Anchored on its waterfront campus overlooking Sippican Harbor, Tabor draws inspiration from its history of curricular innovation, and nautical heritage to cultivate intellectual curiosity, character, and perseverance. With a student body composed of diverse backgrounds, and learners who demonstrate academic ability and personal integrity, Tabor provides a rich, immersive education, grounded, in rigorous academics, meaningful relationships, strong athletics, and a sense of shared purpose.

Tabor’s program extends far beyond its iconic maritime setting. Students engage in a broad and student-centered curriculum that encourages exploration, innovation, and interdisciplinary thinking, whether through

advanced coursework, signature programs, experiential learning, or independent study. Tabor’s athletic program has been an integral element of the school’s educational experience throughout the school’s history. Today, sports continue to play a central role in the life of the school as well as to prepare its graduates to benefit from the life-lessons gained in the arena of competition.

Tabor seeks a Director of Athletics, effective July 1, 2026, to serve as the school’s chief athletic officer. Reporting to the Head of School and serving on the senior leadership team, the new director will bring both strategic vision and operational leadership to the athletic program at a pivotal moment in the school’s evolution to help shape the future of athletic growth and achievement at Tabor.

TABOR ACADEMY

Mission:

Tabor Academy educates and empowers students to connect, serve, and lead.

Values:

- Care
- Collaboration
- Courage
- Curiosity

Vision:

As the School by the Sea, Tabor Academy is both homeport and launching point for a globally connected education where students and educators build knowledge; identify opportunities; and explore innovative, ethical solutions to complex local and global challenges.

Learn more about where Tabor is heading by reading the school strategic plan, mapping our journey:

<https://www.taboracademy.org/about/strategic-plan>

ATHLETIC PROGRAM

Sportsmanship abounds at Tabor Academy, where athletics inspires all students to aim for achievement, support their team, savor the victory, and learn from defeat. School spirit is very evident, whether on the field, in the water, or cheering from the stands. Tabor student-athletes support one another to the fullest behind the motto “Seawolves show up!”

Tabor Academy possesses a very strong and varied athletic program comprised of 19 competitive teams in 16 different sports. In addition, Tabor offers a variety of club sport activities and opportunities based on student interest. Tabor Academy is a member of the Independent School League along with 15 other high schools. This is one of the most competitive and well-known independent school athletic leagues within the United States. Tabor also celebrates its athletic heritage by providing an Athletic Hall of Fame comprised of numerous alumni and coaches spanning the past 50 years.

Most of Tabor’s coaches are full-time members of the faculty/staff. Given the number of teams, however, there are situations where coaches from outside the community are necessary to provide excellence and expertise in coaching.

Tabor possesses several state-of-the-art athletic facilities including: the Fish Center for Health and Athletics comprising of the Fieldhouse, the Travis Roy Rink, Arms Squash Courts, Stone Gymnasium, Alumni Rowing Tank, the athletic training facility, and the Tabor Health Center. In addition, Tabor provides multiple outdoor turf fields and tennis courts, a rowing and sailing center with docks, and scores of water vessels, including the SSV Tabor Boy, which is a 115-foot sail training schooner.



THE OPPORTUNITY

The next Director of Athletics for Tabor will walk into an incredible leadership opportunity. High school athletics, particularly for those athletes looking to move onto the college level, is a fast-changing landscape. Tabor is looking for a new director to provide new ideas regarding athletic opportunities and program development. Tabor is looking for seeks someone who is ready to plant roots in Marion, Massachusetts, which is one of the quintessential New England villages. The location and community are a fantastic opportunity to partake in a great school and local environment.

Key priorities identified by Tabor’s faculty, staff and administration include, but are not limited to the following:

- Tabor’s athletic program needs a comprehensive and visionary plan for the student-athlete experience that will balance the student goals that span the spectrum from aspirational Division 1 college athletes to beginners interested in trying a sport for the first time. The role of athletics at Tabor needs to be carefully reviewed and, in this work, the next Director of Athletics needs to take a proactive posture in program oversight and development, not a reactive approach.



- An understanding of the changing nature of college athletics including, but not limited to, the impact of Name, Image, Likeness (NIL) arrangements, NCAA profit sharing and clearinghouse regulations, and interfacing with student-athlete representation. Additionally, having a deep knowledge of the college athletic recruitment process to provide knowledge, encouragement, and expertise to families, students, and coaches.
- The next Director of Athletics at Tabor must mentor and support coaches. The ideal candidate will have extensive coaching experience in competitive athletic environments and can thus translate this experience into providing support for the cohort of the Tabor coaching staff.
- The next Director of Athletics must have a passion for sports and a high level of enthusiasm for working and building positive relationships with coaches and student-athletes.
- The next Director of Athletics at Tabor must be a systems thinker, and an effective and high performing manager including supervision of coaches and the athletics department team.

THE IDEAL CANDIDATE

Tabor Academy seeks a seasoned athletic leader who combines vision and innovation with practical leadership, respect for the school's athletic legacy and clearly advances its forward thinking, athletic mindset being ever mindful of the school's mission and core values.

Core Attributes

- Communicate clearly and convincingly in both written and spoken form.
- Demonstrate a high level of organization and excellence with complex logistics.
- Maintain high visibility throughout all the school's programs, particularly athletics.
- Possess strong business acumen.
- Engage and collaborate well with the many different stakeholders involved in the school's athletic program including use of good and able negotiation.
- Navigate difficult conversations with skill and experience.
- Possess a high level of energy.
- Strong experience as a coach, administrator, independent school and teaching experience are preferred, but not required.
- Boarding school experience preferred.





SALARY RANGE

Salary range is \$120,000-\$150,000.

HOW TO APPLY

Candidates interested in being the next Director of Athletics at Tabor Academy may apply online at:

<https://rg175.com/candidate/signup>

The application includes:

- Letter of interest that clearly addresses why this opportunity at Tabor and why now?
- Current resume.
- Personal statement.

Applications will be reviewed as they are received. Initial conversations with the consultants will be ongoing with a plan for the school team to begin interviews in late January 2026. We anticipate a hire being made early in February 2026 with the next Director of Athletics to begin July 1, 2026.

You are strongly encouraged to submit materials promptly, if interested. The deadline for receiving applications is February 1, 2026.

If you have any questions about the search, please contact the consultants from resource group 175 who are supporting the search: John Farber (jfarber@rg175.com) and Adam Peichert (adam.peichert@rg175.com).

Thank you for your interest in Tabor Academy. We look forward to hearing more about your interest in this exciting opportunity.

Non-Discrimination Policy

Tabor Academy does not unlawfully discriminate on the basis of age, gender, religion, race, color, sexual orientation, gender identity, genetic information, pregnancy or pregnancy-related condition, disability, or national or ancestral origin in the administration of its educational policies, scholarship and loan programs, athletic and other Academy-administered programs, or in the administration of its hiring and employment practices.