



SHADY SIDE ACADEMY

Chief Talent Recruitment & Development Officer

Shady Side Academy, a diverse learning community that challenges students to think creatively, act ethically, and lead responsibly, is seeking an innovative, inspiring school leader to serve as its next Chief Talent Recruitment & Development Officer, effective July 1, 2021.

About Shady Side Academy

Founded in a one-room schoolhouse in 1883, Shady Side Academy has set the standard for educational excellence in Pittsburgh for more than 130 years. The Academy's mission is to challenge students to think expansively, act ethically, and lead responsibly. Shady Side Academy is a nationally respected private school for 1,100 boys and girls in grades pre-kindergarten through 12, with an optional boarding experience in high school.

Shady Side has four age-specific campuses with extraordinary resources, teachers who actively mentor, a forward-thinking curriculum, a diverse and inclusive community, and a legacy of alumni accomplishments, all inspiring Shady Side students to high achievement in academics, the arts, and athletics, and to meaningful ambitions in life.

Four Campuses, One Academy

To meet the specific needs of children in various life stages, Shady Side Academy is set on four unique campuses. From the city neighborhood setting of the [Junior School \(PK-5\)](#) in the East End to the suburban setting of the [Country Day School \(PK-5\)](#), [Middle School \(6-8\)](#) and [Senior School \(9-12\)](#) in Fox Chapel, students are part of something special. Small class sizes encourage a strong sense of community.

A Balanced Approach

Shady Side Academy takes a holistic approach to education, with a commitment to students' academic, physical and emotional development. Putting that approach into action is a caring faculty and staff, dedicated to fostering a true love of learning in students. The Academy's hands-on curriculum explores topics across all disciplines – from the STEM fields of science, technology, engineering, and mathematics to the humanities and the arts – with the goal of developing well-rounded individuals ready to excel in whatever path they take in life.

Shady Side's [academic program](#) provides a challenging yet nurturing atmosphere in which learning occurs at the highest levels. The broad academic program exists in an atmosphere that encourages inquiry, questioning, self-

determination, and creativity. Small class sizes encourage a strong sense of community. Technology is integrated throughout PK-12 classrooms.

[Arts](#) and [athletics](#) are an integral part of the curriculum. Visual and performing arts are intertwined into all levels of learning, and students are encouraged to explore an array of athletic options. Extracurricular [clubs and activities](#) support students' diverse interests, including community service.

Experts in Education

Shady Side [faculty members](#) are leaders in their respective fields. More than 75 percent of our teachers hold advanced degrees, and they participate in ongoing professional development activities. They believe in a traditional approach to learning while developing creative curricula and determining how to best meet the needs of individual students.

Diversity, Equity & Inclusion

Shady Side Academy is a diverse community of students and adults who share different cultural values and perspectives. We embrace each other's differences and backgrounds, and we know that this diversity adds to the richness and depth of our students' overall learning experience. Faculty members work to ensure a safe and open environment where understanding is central to all, and students' differences are celebrated as an integral part of the educational experience.

Shady Side Academy is committed to:

- Creating an inclusive environment where students feel welcomed, valued, and appreciated
- Fostering a community of diverse perspectives to better prepare our students for a global society.
- Cultivating a community of cultural understanding, respect, and social responsibility

In 2007, the Shady Side Academy Board of Trustees approved the Declaration for a Diverse & Inclusive Community. The Board made the following statement on the Academy's commitment to diversity:

"As an Academy, we must cultivate, understand and embrace the differences among us as part of our educational endeavor. Academy leadership, faculty, staff, alumni, parents and students provide an example by fostering an environment of understanding and respect of all people. Further, we must instruct and empower children to challenge assumptions and ask questions in order to become responsible citizens in a diverse world. We believe that the recognition and appreciation of differences in race, socio-cultural status, religious tradition, age, gender, ability and sexual orientation enhance the individual's sense of identity, broaden respect for others and inspire strong character. As we strive for academic excellence, so shall we strive for richness and depth in the community life at Shady Side Academy. Through curriculum and informal school experiences, students at Shady Side Academy must appreciate and respect the inherent value of all people."

On July 15, 2020, Shady Side Academy announced its Equity & Inclusion Action Plan, which provides a framework to affect positive, systemic change at SSA. [Read the full plan here.](#)

Professional Development

Shady Side Academy offers a wide range of professional development opportunities to its faculty and staff members. As part of SSA's mission to be a community of lifelong learners, faculty, staff, and administrators are committed to enhancing their skills and staying current in their subject area knowledge in order to provide an exceptional education to students and help them prepare for lives beyond Shady Side Academy. Shady Side Academy faculty receive \$225,000 annually in professional development funds. [Learn more about professional development.](#)

Academy Leadership

[Bartley P. "Bart" Griffith Jr. '93](#) became president of Shady Side Academy on July 1, 2019, and is only the second alumnus to lead the school.

Prior to Shady Side, Griffith was the assistant head of Gilman School, an independent K-12 day school for boys in Baltimore, from 2015 to 2019. There, he oversaw academic affairs, assisted with the overall operations of the school, and worked closely with the headmaster, board of trustees, and senior leadership team to fulfill the school's mission in the areas of strategic planning, institutional advancement, board engagement, enrollment and financial aid, program innovation, professional development, recruitment and hiring, and global experience. Griffith established Gilman's 2018 Strategic Plan as part of a six-member Board Strategic Planning Committee and chaired its 2018 Association of Independent Maryland and DC Schools (AIMS) self-study and accreditation.

Pittsburgh

The City of Pittsburgh and the Western Pennsylvania region have a lot to offer including a thriving arts community, beautiful rivers and parks, great professional sports teams, neighborhoods with distinct personalities, and much more.

Pittsburgh is among the top places to live, work, and visit in the United States:

- Pittsburgh was ranked the second most livable city in America by The Global Liveability Index 2018, just behind Honolulu, Hawaii.
- *National Geographic* listed Pittsburgh among 30 of the Best Cities in the United States based on unconventional metrics believed to lead to happiness, including: green spaces, galleries, coffee shops, music venues, "Instagrammable" moments and more.
- Pittsburgh was named America's Most Underrated City and ranked No. 4 of the 17 best places to travel, in 2017 by *Harper's Bazaar*.
- *Worth* magazine selected Pittsburgh as one of its 15 dynamic cities for 2016.
- Pittsburgh was one of seven U.S. cities on *Travel + Leisure's* international survey of best places to visit in 2016.

- *Travel + Leisure* readers voted Pittsburgh one of their favorite U.S. cities in 2015.
- Pittsburgh ranked as one of the most affordable places to live in the U.S. in 2015 by *U.S. News & World Report*.
- Newsweek named Pittsburgh one of the world's smartest cities in 2019.
- Learn more about our beautiful city at VisitPittsburgh.com.

Chief Talent Recruitment & Development Officer

The Chief Talent Recruitment & Development Officer will assume executive leadership of the school's efforts to hire and develop a diverse, talented, and culturally competent faculty, administering and coordinating a year-round faculty recruitment program as well as the faculty search process. Additionally, the Chief Talent Recruitment & Development Officer oversees both the strategic development and day-to-day operations of professional development programs across the Academy.

Reporting directly to the President, the Chief Talent Recruitment & Development Officer will be a member of Shady Side's Executive Leadership Team and, through the recruitment and professional development process, support both SSA's mission and the school's strategic vision for the future. The ideal candidate will bring a collaborative approach and leadership style to building internal and external relationships and partnerships, with an intentional focus and attention to issues of diversity, equity, and inclusion. They will have a demonstrated track record of developing and implementing a professional development program and the successful recruitment, hiring, and retention of outstanding faculty of diverse backgrounds.

Relevant Leadership Experience

The ideal candidate demonstrates a track record of:

- recruiting, retaining, and developing diverse talent
- establishing professional networks and partnerships
- meaningful innovation in support of an organization's mission and strategy
- effective collaboration across a range of organizational divisions and departments
- practice in promoting and advancing equity and inclusion
- emotional intelligence, cultural competence, and diplomacy
- effective communication with a range of stakeholders and constituencies
- change management skills
- Although not required, familiarity with or experience in an independent day school environment as a student and/or faculty and staff member would be a plus.

Opportunities & Challenges: Talent Recruitment

- Recruit and support a diverse, talented, and culturally competent faculty; establish professional networks and community partnerships; set up consistent school-wide hiring protocols; provide ongoing anti-bias training for hiring teams; conduct early-stage interviews; design and host on-campus faculty visits; track and analyze hiring data over time; oversee all aspects of the candidate review process
- Work with the President, school heads, and Chief Finance & Operations Officer to analyze school-wide productivity, workloads, and finances in order to develop and maintain a short-term and long-term faculty staffing plan that meets programmatic needs
- Launch an enhanced new faculty mentoring program that includes: training and assigning mentors, developing and overseeing mentoring activities, monitoring mentoring relationships, and evaluating the mentoring program's effectiveness
- Develop, lead, and manage New Faculty Orientation

Opportunities & Challenges: Talent Development

- Establish a comprehensive, ongoing professional learning program that serves both the continuous improvement of all teachers and the broader strategic vision of the school
- Develop and coordinate professional development days, and in collaboration with school heads and the Benedum Fellowship Committee, provide broad oversight for the visioning and allocation of professional development grants, fellowships, and sabbaticals
- At the charge of school heads, coordinate and help to monitor professional improvement plans for individual faculty members
- Promote a culture of lifelong learning at SSA; lead efforts to build faculty community, morale, and well-being

Other Responsibilities

- If appropriate, teach a class, serve as an advisor, and/or coach a sport
- Additional duties as assigned by the President
- Extending beyond the job description, support the mission and strategic goals of the School

Requirements

- Minimum of at least three years of administrative or executive leadership experience
- Bachelor's degree required; Master's degree preferred

For best consideration, please send all nominations and applications to:



Nishant Mehta, Partner
Sherry Coleman, Partner
Mark Halligan, Senior Associate
Storbeck Search
ShadySideCTRDO@storbecksearch.com

For more information, please visit Shady Side Academy's home page at <https://www.shadysideacademy.org/>.

Shady Side Academy is an equal-opportunity employer and encourages individuals of all backgrounds and cultures to consider this important leadership position. The School's policies rest on inclusivity, including but not limited to diversity in nationality, ethnicity, race, religion, gender, sexual orientation, age, ability and economic status.