# SALISBURY
SCHOOL

Title:        **Director of the Office of Integrity and Belonging (Effective July 1, 2023)**

Salisbury School seeks an experienced, confident, energetic, and innovative educator and leader who, as Director of the Office of Integrity and Belonging, will enthusiastically embrace and advance the School's mission, joyfully interact with a diverse student body, support a dedicated and talented faculty, and positively contribute to all aspects of the boarding school experience. A member of the Senior Administrative Team, the Director of the Office of Integrity and Belonging will collaborate with colleagues and students to foster integrity and belonging for all members of the school community.

The Director of the Office of Integrity and Belonging works in collaboration with the Head of School and reports to the Associate Head of School. This person should be a strong relationship builder and a person of good humor, diligence, and integrity who enjoys being an accessible and active presence in community life. This person should have a track record of deep commitment to the work of creating and sustaining the experience of belonging for all people of all identities. The person should also have a particular understanding of how to address and dismantle bias and marginalization both within the Salisbury community and within the broader society in which we all live and which our students will enter after Salisbury.

**Director of the Office of Integrity and Belonging Responsibilities**:

- Oversee the implementation and progress of the mission of the Office of Integrity and Belonging: "Guided by *Esse Quam Videri*, The Office of Integrity and Belonging works to empower every member of the community of all identities to live into their authentic selves and in so doing create a community where everyone experiences true belonging. Through this transformation, Salisbury graduates are equipped to foster integrity and belonging in the world they will enter and with the people they will encounter."
- Work closely and collaboratively with the Assistant Director(s) and other members of the Office of Integrity and Belonging in their respective roles.
- Center the students, in their multifaceted identities and dynamic developmental stage, when collaborating on programming, pedagogy, and/or policy decisions.
- Serve as a collaborator and sounding board in matters of identity and belonging across school environments, departments, and offices, including students, faculty, staff, parents, and trustees
- Create, coordinate and/or facilitate innovative programming for faculty and students at orientation, throughout the year in Advisory, for in-service faculty professional development, and for special events, days of recognition, and holidays.

- Advocate for building, and hiring from, a diverse candidate pool to create a faculty in which students can see their own identities represented, and partner with the Dean of Faculty in the hiring process.
- As a member of the Academic Committee, collaborate with colleagues to promote an environment where students and faculty engage with an intellectually diverse community and a curriculum that reflects diverse identities and experiences.
- Partner with Admissions and Alumni & Development offices to promote an increasingly diverse student body and meaningful connection among alumni and parents from historically underrepresented identities.
- Engage in review and consideration of school policies that seek to promote a culture of integrity in behavior and achieve equity for all students.
- Be attuned to the socio-cultural events of our time and the ways that they may be impacting students and faculty in their day-to-day lives.
- Partner with the Dean of Faculty and Head of School to identify and coordinate outside professional development for faculty on areas of institutional priority.
- Build and model high morale and maintain a positive and visible presence in all areas of community life.
- Serve effectively as a coach, advisor, and dorm parent.
- Collaborate with the Board of Trustees DEI Committee.

**Requirements**:

- Appreciate the value of a boys' school education
- Possess relevant experience, ideally 3-5 years, within the field of Integrity, Belonging, Diversity, Equity, and Inclusion.
- Possess excellent communications and interpersonal skills – listening, speaking, and writing – including on issues that may cause discomfort, in order to ensure that community members feel seen, understood, and valued.
- Model a positive and optimistic attitude and creative approach to problem-solving
- Connect genuinely with others in a diverse school community, building strong relationships and valuing connection and community.
- Engender trust among community members and nurture a school culture of integrity and belonging.
- Demonstrate expertise in the relational nature of working with adolescent boys.
- Be responsive, highly organized, and efficient.
- Exhibit vision, good humor, imagination, and open-mindedness, while modeling honesty, humility, compassion, and respect.
- Bachelor's degree required; advanced degree preferred

The role of the Director of the Office of Integrity and Belonging is a 12-month position and comes with a competitive salary and campus housing as well as a comprehensive benefits package, including health care and retirement plans. Expected start date is July 1, 2023.

"Salisbury School is committed to the principles of Equal Employment Opportunity. This commitment requires that the School comply with all applicable statutes and regulations pertaining to non-discriminating employment practices and that we provides an atmosphere within the School

that will ensure all persons the opportunity to succeed on his or her own merit, qualifications and abilities.  Salisbury School does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.  This policy governs all aspects of employment with Salisbury School."


Interested candidates should send a cover letter and resume to:

Jonathan Siff
Dean of Faculty
jonsiff@salisburyschool.org