



BISHOP MACHEBEUF HIGH SCHOOL



PRESIDENT

February 29, 2020

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



CLIENT BACKGROUND

Bishop Machebeuf Catholic High School (<https://www.machebeuf.org/>), is an Archdiocesan Catholic High School in Denver, CO. Founded 62 years ago, the school incorporates the Faith based dedication and academic excellence envisioned by its namesake Bishop Machebeuf.

FAST FACTS

Total Students: **338**
Average Class Size: **22**
Total Faculty: **49**
Tuition: Parish Affiliation-**\$12,900**
Non-Affiliated-**\$13,700**
Tuition Assistance Awarded 2019:
\$1.7 Million
Campus size: **10.5 acres**
Students Participating in Athletics: **48%**
National Honors Society Students: **19**
Number of Languages Represented in Student Body: **18**
Male Students: **51%**
Female Students: **49%**
Hispanic Students: **47%**

Growth and strategic issues facing all schools have now required our school to bring a leader who can insure the next stage of our growth and Catholic identity.

Reporting to the governing Board of Members, and appointed by the Archbishop of Denver, the President is responsible for the overall vision, strategy, and management of all aspects of the organization and ensuring they are aligned with the vision for Catholic Education of the Archbishop of Denver's Office of Catholic Schools. The President works in collaboration with the school Principal, the faculty, staff, and the Board of Trustees (a board of limited jurisdiction as delegated by the governing Board of Members) to guide the work of the organization.

The President focuses on advocating for and advancing the mission of Catholic education for the Archdiocese of Denver and its manifestation at Bishop Machebeuf High School. The President works with their team to create the strategic direction for the school's growth and success, while ensuring adequate resources and supporting strategic management positions.

Specific Areas of Responsibility and Accountability

- Build and promote a Catholic educational culture at Bishop Machebeuf High School.
- Inspire excellence committed to virtue, discipleship, coherent and joyful witness to the Catholic faith, and fidelity to the magisterium and teachings of the Catholic Church, including embracing the fullness of the Church's understanding of the human person as male and female created in God's image and likeness
- Insure financial stability and plan for growth in the years ahead
- Be the "face of the school" within our community and work with donors to supplement growth and excellence now and in the future
- Implement annual strategic planning process, develop balanced scorecard to drive action plans, and align priorities and initiatives to sustain the renewal and strengthening of the mission of Bishop Machebeuf High School
- Establish, with the Principal, Human Resource management system including performance management, talent reviews, compliance/discipline, communication, development, and professional development and faith formation for faculty and staff
- Ensure compliance with articles of incorporation and bylaws, and directives of the governing Board of Members or the Board of Trustees, within their delegated jurisdiction
- Provide leadership and support to the Principal and drive excellence in Bishop Machebeuf's academic and intellectual formation program, centered on the Catholic liberal arts and committed to a true Catholic 'liberal'¹ educational experience
- Provide leadership and support to the Advancement and Admissions team to achieve fundraising and enrollment goals and objectives
- Provide leadership and support to optimize student participation and leadership development
- Optimize Bishop Machebeuf's resources and assets to position Bishop Machebeuf for changing trends, emerging risks, and opportunities
- Build a collegial and collaborative culture focused on continuous improvement, internal/external feedback, and performance metrics aligned to the Archdiocese of Denver's Catholic Schools performance standards in the areas of Catholic Mission, Formation, and Evangelization, Academics, School Culture, and Operational Vitality
- Define, oversee, and achieve annual and multi-year budgets and operating plans in conjunction with the Board of Trustees, the Archdiocese of Denver, and the approval of the governing Board of Members

¹ The term *liberal* is used not in modern the political sense, but rather in the classical understanding of the word from the Latin, *libere*, and speaks to the conviction that we hold that true Catholic education exists for the cultivation of freedom from secularism and relativism, and the raising of the humanity of our students to the highest possible level,

School President Attributes and Dispositions

- A Catholic in good standing with the Church, who assents to the Church's teachings on all matters, with particular care for those concerning the nature of the human person, sexual ethics, and sexual morality
- Possess a zeal for the Lord and for their Catholic faith, with an ability to speak comfortably and competently about their faith to various stakeholders
- Solid strategic and financial acumen
- Possess graduate level academic credentials and/or professional background in education, leadership, business, or related field
- Be committed to the Archdiocese of Denver's vision and philosophy for Catholic education
- Be committed to Catholic education rooted in the liberal arts, the foundations of western civilization, a non-revisionist understanding of history that highlights the essential contributions of Christianity to the development of western culture, and literature that enables young men and women to grapple the big questions of life in pursuit of what is true, good, and beautiful
- Bring awareness and understanding of adolescent development and the challenges adolescents and young adults face in the secular and morally relativist world of today
- Be an exceptional communicator- competent speaker and writer
- Convey exceptional executive presence, communication, and relationship-building skills across a broad range of constituents
- Collaborative leader who evaluates information before making a decision/taking action
- Exude trust and respect amongst students, faculty, parents, and the Boards
- Possess a strong positive, can-do attitude, with a strong bias for action based on realistic, specific, and attainable goals
- Demonstrate good judgement, discretion, and confidentiality
- Display a strong desire to innovate where reasonable and drive continuous improvement
- Prefer a transparent and collaborative, but decisive management style
- Knows how to complement and cultivate the skill set and leadership styles of other administrators at the school
- Actively demonstrates a cross-cultural sensitivity

Other

- Salary** ○ Commensurate with background, education and experience
- Application Deadline** ○ April 15, 2020
(Note: We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Brent Morton
Vice President
Catholic Recruiter Associates
Brent@CatholicRecruiter.com

Please include CV; Statement on Catholic education and 3-4 personal references.

Note: *Only those selected for an interview with the search committee will be contacted.*

Search managed by:

CATHOLIC RECRUITER ASSOCIATES

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