



NORTH CROSS SCHOOL

Director of Residential Life



The Opportunity

North Cross School, a co-ed JK3 - 12, boarding/day school located in Roanoke, Virginia, has a full-time position available for a Director of Residential Life starting July 1, 2024.

The Director of Residential Life is a collaborative community member who is responsible for leadership and development of North Cross's residential life program. The Director of Residential Life will oversee a 42-bed student dormitory and will play a vital role in the emotional and academic support of students. This position is also responsible for managing student housing and residential leadership, including supervision of dormitory staff and support staff and their corresponding programmatic and physical plant budgets.

This 12-month position includes living at the dormitory located in downtown Roanoke. We are seeking a Director who will embrace the fully-residential living experience, demonstrate skill in engaging a diverse student body, and prioritize their role in strengthening North Cross's community for boarding and day students alike. The ideal candidate will grow an already thriving student experience and put their stamp on what boarding at North Cross looks like for the future.



Primary Job Responsibilities

Leadership and Supervision:

- Provide visionary leadership to the residential life team, including resident advisors, house parents, and support staff.
- Oversee the day-to-day operations of the residential program, ensuring a safe, inclusive, and positive living environment.
 - Daily responsibilities include room checks and working at either the dorm or school in other capacities that best support the school and its mission.
- Oversee the dorm when on duty and act as the designated point of contact for dormitory students and staff.

Community Building:

- Develop and implement programs and initiatives that promote a sense of community and belonging among students.
- Gain and maintain trust with students and staff members.
- Foster a culture of respect, responsibility, and collaboration within the residential community.

Student Support:

- Develop a residential life curriculum that aligns with North Cross School and its values.
- Implement and oversee a comprehensive student support system to address the academic, social, and emotional needs of residential students.
- Collaborate with academic and counseling staff to ensure a holistic approach to student development and to support restorative practices.

Policy Development and Enforcement:

- Develop, communicate, and enforce residential life policies and procedures in alignment with the school's mission and values.
- Address disciplinary matters with fairness, consistency, and a student-centered approach.

Communication:

- Maintain regular communication with students, parents, and staff regarding residential life updates, events, and initiatives.
- Serve as a liaison between residential students and the school administration.

Collaboration:

- Collaborate with the Residential Life Coordinator, as well as other school departments, including academic, athletics, and administrative staff, to integrate the residential life experience with the overall educational program.
- Attend regular faculty and staff meetings.



OUR MISSION

North Cross School is an independent, nonsectarian, college-preparatory school located in Roanoke, Virginia that serves children from early childhood (age 3) through twelfth grade. North Cross provides a rigorous academic curriculum, competitive with the best college-preparatory schools in the Commonwealth of Virginia.

While we explicitly recognize the importance of intellectual development and academic achievement, we also strive to promote personal integrity, empathy, and responsibility to self and community. Through this, our graduates will act as leaders in the local and global communities, persons of intellectual and moral courage, and scholars in the service of others.

School Profile

North Cross's next Director of Residential Life will be a part of a thriving school community. As the premier independent school in the Roanoke Valley serving students in JK3 through 12th grade, North Cross enjoys a healthy enrollment, an engaged parent and alumni community, a joyful and dedicated student body, and an outstanding teaching faculty. The school's annual giving contributes over \$750,000 to the operational budget. The most recent capital campaign, The North Cross Legacy Campaign, raised over \$13 million, which transformed the campus with a renovated Upper School, a new Student Commons and Library, as well as an Administrative wing. A beautiful new green space in the heart of campus connects all academic divisions.

North Cross boasts a strong reputation for its impressive academic programming and robust arts and athletic programs. Foundational to the student experience is North Cross's Honor Code, its student leadership initiatives, and its international programming. As a mission-driven institution, North Cross is committed to character education and developing leaders in local and global communities. Its emphasis on global programming includes an international campus in Shanghai as well as a partnership with an international and domestic boarding program located in downtown Roanoke.



Qualifications

Education:

- Bachelor's degree

Experience:

- Three to five years of experience in residential life, preferably in a boarding school or similar setting.
- Previous leadership experience supervising and/or coordinating members of a residential staff with proven ability to motivate and manage a team.

Interpersonal Skills:

- Strong interpersonal and communication skills to interact effectively with students, parents, and staff.
- Demonstrated ability to build and maintain positive relationships within a diverse community.
- Nuanced understanding of the interconnectedness of academic success, extracurricular engagement, and residential life support in the holistic well-being of students.

Crisis Management:

- Experience in crisis management and the ability to make sound decisions under pressure.

Problem Solving:

- Strong problem-solving skills with the ability to address and resolve complex issues.

Cultural Competence:

- Demonstrated cultural competence and the ability to work effectively with a diverse student population.
- A commitment to forwarding equity, inclusion, and belonging.

Flexibility:

- Flexibility in working hours, including evenings and weekends, as needed.
- Ability to drive an automobile.

Passion for Education:

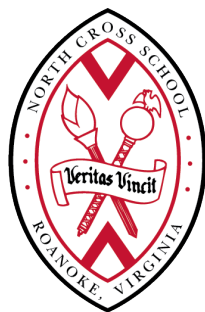
- A passion for education and a commitment to the well-being and development of students.



To Apply

The Director of Residential Life will be an integral part of our school community, contributing to the overall success and growth of our Upper School boarding program. We encourage qualified candidates to apply and join us in creating a positive and enriching residential experience for our students.

Applicants should submit a CV/resume and cover letter expressing interest in the position to the Head of School, Armistead Lemon (alemon@northcross.org) and Human Resources Operations Coordinator Ashley Turner (aturner@northcross.org). A list of four professional references will need to be provided upon request.



North Cross School