

**NORWELL PUBLIC SCHOOLS  
NORWELL HIGH SCHOOL ATHLETIC DIRECTOR  
CANDIDATE PROFILE**

Student-athletes, coaches, and parents were invited to describe the ideal characteristics of a candidate to be Norwell High School's next athletic director. It is understood that no single candidate can possess all of the attributes that follow; however, to the extent possible, the successful candidate will be someone who:

- ✓ Creates a culture that is grounded in student-athlete development, sportsmanship, integrity, and a sense of community.
- ✓ Understands the importance of students having a positive experience through their athletic participation regardless of the level at which they participate.
- ✓ Values an entire athletic program from the freshman to varsity level.
- ✓ Is visible, engaged, and enthusiastic at games, practices, and other events.
- ✓ Promotes an "open door policy", is approachable and accessible to student-athletes, coaches, and parents.
- ✓ Possesses exemplary interpersonal skills and can build relationships with student-athletes, coaches, parents, and community members.
- ✓ Models, develops, and fosters leadership skills and qualities in student-athletes.
- ✓ Holds student-athletes and coaches to high standards.
- ✓ Supervises and evaluates coaches, and engages in sustained dialog about coaching and development, and gives targeted feedback when necessary.
- ✓ Draws from his/her own successful coaching experience to provide direction.
- ✓ Possesses excellent collaboration, organizational, communication, presentation, and writing skills.
- ✓ Solicits and interpretes feedback from a variety of sources and makes informed judgments.
- ✓ Engenders a sense of enthusiasm and spirit among student-athletes, coaches, and the community.
- ✓ Thinks flexibly, thoughtfully, and creatively when problem solving and negotiating challenging situations.
- ✓ Possesses strong organizational skills and is detail-oriented.
- ✓ Serves as a link between the NHS athletic department and the community.
- ✓ Collaborates with the Norwell Boosters organization and facilitates productive relationships between coaches and the Boosters.
- ✓ Fosters productive relationships between the NHS athletic department and the town's youth programs.