

NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION COMMISSIONER

Position Vacancy

The North Carolina High School Athletic Association Board of Directors is seeking a dynamic, visionary leader to serve as its next Commissioner following the current Commissioner's impending retirement. As the chief executive of the Association, the Commissioner provides strategic direction, operational leadership, and serves as the primary voice for education-based athletics across North Carolina.



APPLICATION TIMELINE

Post Opens
April 7

Deadline for Applications
May 17

Application Review
May 18- starts

The North Carolina High School Athletic Association provides equal opportunity in education and employment and does not discriminate on the basis of race, religion, color, national origin, sex, age, marital status or handicap.

nchsaa.org

KEY RESPONSIBILITIES



Lead the Organization

- Oversee daily operations and long-term strategy for the NCHSAA
- Lead and develop a high-performing staff across multiple functional areas
- Foster a culture aligned with the mission and values of education-based athletics



Partner with Key Stakeholders

- Serve as the primary liaison to the governing agents of the Association - its Board of Directors and Executive Committee
- Maintain strong relationships with member schools, partners, and community leaders
- Serve as the Association's chief spokesperson with media, public audiences, policymakers/government officials, and the State Board of Education



Drive Fundraising & Financial Sustainability

- Oversee Association budgeting, financial planning, and investment strategy
- Ensure long-term financial sustainability
- Expand revenue through corporate partnerships, grants, and special initiatives



Shape Policy & Ensure Compliance

- Interpret and implement NCHSAA rules, bylaws, and policies
- Monitor trends in athletics and education to guide decision-making
- Collaborate with legal counsel on risk management and compliance



Champion Student-Athletes

- Promote inclusive, education-based athletic opportunities for member schools and their respective students
- Support health, safety, and sports medicine initiatives
- Advance programs that enhance the student-athlete experience



Represent & Advocate

- Lead branding, communications, and external relations efforts
- Engage with legislators and monitor relevant policy developments
- Represent NCHSAA at events, meetings, and championships statewide and nationally

APPLICATION

For full consideration, please submit the following materials by May 17, 2026:

- A formal letter of application, including all social media accounts that you maintain
- A resume that reflects the qualifications, skills, and experience for the position
- Three letters of recommendation and three additional references
- One Essay Question:
A statement of expectations for the NCHSAA in the next decade



Send all application materials electronically to:

Debi Reynolds
Human Resource Consultant
Marsh & McLennan Agency LLC

Debi.Reynolds@MarshMMA.com

COMPENSATION

The Board of Directors will negotiate a contract with compensation commensurate with experience and competitive with comparable state association commissioners. The NCHSAA also provides health benefits, sick and paid annual leave, transportation, employer contributions to retirement and other benefits for the Commissioner. The NCHSAA does not participate in the North Carolina Teachers and State Employees Retirement System.

QUALIFICATIONS

The Board of Directors is seeking a collaborative leader who:

- » Maintains passion for student-athlete development.
- » Offers experience in complex organizational leadership.
- » Possesses skills in building relationships across diverse stakeholders.
- » Possesses a Masters degree with emphasis in administration, a minimum of 15 years experience in educational administration and experience in education-based athletics.
- » Demonstrates excellence in oral and written communication skills with the ability to listen and respond.
- » Demonstrates experience in policy-making, personnel administration, educational politics, not-for-profit organizational operations, insurance requirements; budget development and financial management; public relations matters; building strategic alliances with a wide variety of groups and organizations; and understanding of the legislative/political process.

Key Skills

- Strategic thinking and organizational leadership
- Strong financial and business acumen
- Exceptional communication and public speaking skills
- Relationship-building and stakeholder engagement
- Integrity, sound judgment, and adaptability
- Ability to lead, motivate, and develop teams

The NCHSAA

» The North Carolina High School Athletic Association is a voluntary, nonprofit 501(c)(3) corporation under and by virtue of the State of North Carolina. Any North Carolina public or non-boarding parochial high school is eligible for membership provided it is accredited by the State Department of Public Instruction, and provided that the high school adopts and maintains the established code for participation as outlined within its Article of Incorporation.

» Membership currently consists of 446 high schools divided into eight (8) districts that align with the State Department of Public Instruction districts. The Board consists of 25 members, including three officers, the Commissioner, and five non-voting affiliate members. In addition, there are currently 14 full-time and 1 part-time staff members.

» The NCHSAA does not receive funding from tax dollars, nor does it receive direct financial support from the State. Funding is generated primarily through a share of ticket revenue from playoff and state tournament contests. Other sources of funding include corporate sponsorships, membership dues and other minimal items. NCHSAA expenses relate to costs associated with running state championships and general administration of the organization.