



**President**  
**Father Judge High School**  
**Philadelphia, PA**  
<https://www.fatherjudge.com/>

## OVERVIEW

Founded in 1954, Father Judge High School is a nationally recognized all boys secondary school within the Archdiocese of Philadelphia. Firmly rooted in its longstanding relationship with the Oblates of St. Francis de Sales, the school is guided in all things by the foundational teaching of its patron: ***“Be who you are, and be that well.”***

Father Judge has proudly graduated over 28,000 young men. Molded in the values of St. Francis de Sales, these Salesian Gentlemen, also affectionally known in the Philadelphia region and beyond as “Judge Guys,” span every industry, profession, mission, and calling. Regardless of where they are in life, the common thread that binds Father Judge alumni together is their shared heritage forged in Salesian spirituality and grounded in a core belief in the school’s motto: ***Non Excidet (He will not fail).***

Father Judge’s key highlights include:

- **Campus:** The Father Judge campus is ideally situated in Northeast Philadelphia. Bordering on Pennypack Park, the campus consists of the main school building, the newly constructed Career Pathways Academy, a 20,000 square foot facility in which career technical training takes place, the William F. Mitchell Activity Center, a free-standing building that is used for athletic training and events, and turf fields located immediately across the street that are used for baseball, football, soccer, and lacrosse.

- **Enrollment:** Father Judge has a consistently growing enrollment that presently exceeds 820 students. The Father Judge student body is diverse and drawn from over 70 elementary schools located inside and outside of Philadelphia. Students come from a wide range of backgrounds and pursue different goals, which range from traditional college preparatory studies to career technical training.
- **Education:** As recently recognized in the Wall Street Journal, Father Judge has a unique and innovative educational model that empowers students and their families to choose the path that best fits their goals and needs.
  - Father Judge students can select a traditional college prep program or pursue career technical training through the Career Pathways Academy, which offers programs, such as welding, automotive, and HVAC, that place students in well-paying jobs immediately after graduation.
  - Father Judge students also utilize the services of the Brisson Center for Academic Excellence, which provides a supportive environment that enables students to reach their maximum academic potential through three major programs: (1) Tutoring Services (peer-to-peer academic tutoring through the National Honor Society); (2) the Crusader Program (guidance and training designed to prepare students for higher education, as well as for different career pathways and job opportunities); and (3) Career Technical Education Support (personalized counseling provided to students for potential technical career paths and vocational training opportunities).
  - Father Judge has dual enrollment programs with local universities and colleges that enable students to earn college credits while they are in high school, including a program through which students can earn an associate's degree in business while they are completing their high school education.
- **Athletics:** Father Judge has fifteen successful athletic programs that include traditional high school sports like basketball, baseball, football, swimming, cross-country, track, wrestling, and soccer, as well as unique offerings such as ice hockey and rowing. Father Judge is proud of its athletic programs, which boast a long legacy of success on the field and in the classroom. Father Judge's alumni includes Olympians, professionals, and students who have participated in Division I sports, including at some of America's most prestigious institutions such as Harvard, Princeton, and the University of Pennsylvania. Most recently, Father Judge's nationally recognized basketball team won its second consecutive Philadelphia Catholic Championship, securing back-to-back titles in what is considered one of the nation's most competitive high school basketball leagues. Recently featured in the National Catholic Reporter, the basketball program is reflective of Father Judge's diverse and accomplished student body.
- **Student Life & Activities:** Father Judge has nineteen different clubs available to students. These offerings include traditional clubs, such as the school newspaper, Model UN, Mock Trial, Campus Ministry Team, as well as unique offerings that are geared toward augmenting

the school's academic and career technical training courses and preparing students for an ever-changing world, such as the Technology Club and Esports.

- **Alumni & Fundraising:** Father Judge alumni are active, engaged, and committed to supporting the school. This is demonstrated through the strong support the school receives from its Board of Specified Jurisdiction, as well as from The Friends of Father Judge High School, Inc., a separate 501(c)(3) organization that provides financial support for the school's mission. Father Judge has successfully run multiple capital campaigns over the past twenty-five years, including the ongoing Campaign for 3301, which to date has raised in excess of \$20 million. Father Judge also is routinely a leading recipient of corporate and individual donations made through Pennsylvania's Opportunity Tax Scholarship Program and Educational Tax Credit Program.

Although Father Judge is extremely proud of its past and present, it is even more enthusiastic about the future. Father Judge presents a unique opportunity for a dynamic and visionary leader who has a strong commitment to continuing the school's Salesian mission and values while also innovating and responding to challenges in the rapidly changing secondary education environment.

For additional information, please visit their website <https://www.fatherjudge.com/>.

## THE POSITION

The President is the Chief Executive Officer responsible for providing visionary leadership and strategic direction to ensure the school's continued growth and success. The President will emphasize alumni and community engagement, enrollment growth, and development initiatives to support the mission and values of the Roman Catholic faith within the Archdiocese of Philadelphia. This role requires a dynamic leader with a strong commitment to Catholic education, exceptional communication skills, and a proven track record in organizational leadership and development.

The President is appointed by Archbishop Nelson Pérez in collaboration with the Father Judge High School Board and the Office for Catholic Education (OCE). The President reports to the Chief Operating Officer of OCE in matters pertaining to the administration of the school and works in collaboration with the Father Judge High School Board of Directors in accordance with the bylaws of Boards of Specified Jurisdiction in the Archdiocese of Philadelphia.

The President will assume the role at an important time for the Archdiocese of Philadelphia. Strategic management and operation of the secondary schools is provided by the OCE, which has planted the seeds for innovation, opportunity, and leadership. The Archdiocesan school system envisions itself as part of the world's premier teaching mission of the Church and holds high standards for all members of the organization.

## Specific Responsibilities

### *Leadership and Vision*

- Provide strategic leadership and direction to the school community, ensuring alignment with the mission and values of the Roman Catholic Church while promoting the essential characteristics and fundamental values of Catholic school.

- In collaboration with the Board of Specified Jurisdiction, school administration and faculty, develop and execute a strategic long-range plan that is consistent with the mission of the school and the policies of the archdiocesan secondary school system.
- Foster a positive and inclusive school culture that promotes academic excellence, spiritual growth, and personal development.
- Provide broad leadership of all faculty and staff working closely with the Principal who is charged with the development of academic and co-curricular programs.

#### ***Development and Fundraising***

- Serve as the school's chief fundraiser, directing marketing efforts, recruiting strategies, fundraising programs and alumni activities in collaboration with the OCE Advancement Team, the Father Judge High School Board, The Friends of Father Judge High School, Inc. Board, and key staff.
- Oversee the development and execution of a comprehensive fundraising strategy, including annual giving, capital campaigns, and planned giving.
- Cultivate and steward relationships with donors, corporate work sponsors, alumni, parents, and community partners to secure financial support for the school's programs and initiatives.
- Collaborate with the development team to identify grant opportunities and prepare grant proposals.

#### ***Operational and Financial Management***

- Oversee the effective and efficient operation of the school, including budget management, facilities oversight, and compliance with Archdiocesan policies.
- Work closely with the Board of Directors and administrative team to develop and implement policies and procedures ensuring the safety, security and well-being of students, faculty, staff and volunteers.
- Approve all policies and programs, provided they are consistent with Archdiocesan policies, the school bylaws, and the stated mission of the school as a Catholic community, an academic center, and an Archdiocesan institution.
- Maintain oversight of financial operations and obligations of the school, working closely with the Chief Financial Officer.
- Participate in the envisioned real estate development planning for the school, in cooperation with OCE.

#### ***Communications and Community and Alumni Engagement***

- Serve as the chief spokesperson responsible for communicating the philosophy and programs of the school to various stakeholders, including working with parent groups and representing the school at civic, religious, and other public forums.
- Working closely with the Board of Directors and Development staff, develop and implement strategies to strengthen relationships with alumni, encouraging their active participation and support in school activities, fundraising, and mentorship programs.
- Engage with the local community, including parishes, businesses, and civic organizations, to enhance the school's visibility and reputation, creating a highly visible profile to assist Father Judge High School in distinguishing itself in the educational marketplace.
- Attend and engage at school social, academic, and athletic events, including alumni reunions, community outreach programs, and networking opportunities.

### ***Enrollment Management***

- Collaborate with the OCE, the Board of Directors and key school staff in marketing and developing initiatives to increase enrollment and retention to meet annual enrollment goals as set in collaboration with the OCE.
- Collaborate with the admissions team to develop effective marketing and recruitment strategies.
- Monitor enrollment trends and implement data-driven decisions to enhance the student experience.

### ***Academic Excellence***

- Working closely with the Principal, support and enhance the school's academic programs, ensuring they meet the highest standards of quality and innovation.
- With a mindset of growth, leadership, and innovation, ensure the best talent in education is pursued in order to provide an outstanding educational experience for all students.
- Promote professional development opportunities for faculty and staff to stay current with educational best practices.

## **Qualifications**

- Minimum of 10 years of experience in education, business, nonprofit, or organizational leadership, preferably within a Catholic school setting.
- Must be a practicing Catholic with a strong commitment to the mission and teachings of the Roman Catholic Church.
- Significant management experience with demonstrated success in addressing immediate organizational needs while also driving toward long-term goals with buy-in from stakeholders.
- Visionary and strategic planning capabilities to be applied toward the development of an innovative fundraising program and the leadership necessary to ensure its successful implementation.
- Proven track record in alumni relations, community engagement, enrollment, fundraising, revenue generation, and budget management.
- Excellent communication, interpersonal, and organizational skills with demonstrated capability to engage and inspire a wide range of stakeholders, building creative and mutually beneficial relationships with philanthropic, corporate, public, and nonprofit sectors.
- Master's degree in Education, Business Administration, or a related field preferred.
- Limited travel required; must be available to attend events after school hours and weekends as needed.

*The Archdiocese of Philadelphia is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applications without regards to race, color, religion, age, sex, national origin, disability or protected veteran status.*

*As a religious organization, the Archdiocese of Philadelphia is also bound by Canon Law and Catholic teachings. For this reason, there may be occasions when an employee's failure to adhere to the truths of the Catholic faith are a factor in employment-related decisions. In the event an employee fails to adhere to, or takes a position publicly that is contrary to, Catholic doctrine and teachings, or any policy or procedure maintained by the Archdiocese, the employee may be subject to disciplinary action up to and including termination of employment. The Archdiocese of Philadelphia and its entities are Roman Catholic religious organizations, and their employees are expected to respect and conduct themselves in accordance with the values, teachings, and moral of the Roman Catholic Church.*

*Employment practices will not be influenced by an individual's legally protected status, or any other basis as may be required by local, state and/or federal law as those laws apply to the Archdiocese.*

*The Archdiocese offers a competitive salary and benefits package commensurate with experience and education.*

### **Application Procedure**

To apply, please submit the following materials, confidentially and as separate PDF attachments in one email to Tara Sweeney, [tsweeney@lambertassoc.com](mailto:tsweeney@lambertassoc.com) Please include Father Judge High School in the subject field.

- Cover letter
- Current resume
- Statement of Catholic educational philosophy
- Before employment can begin, the remaining requirements must be met: PA required clearances and a letter of recommendation from the Pastor of the parish in which you are registered.



**Tara Sweeney, Partner**

[tsweeney@lambertassoc.com](mailto:tsweeney@lambertassoc.com) • 610-924-9100

**Lambert & Associates**

**222 S Manoa Road, Suite 201, Havertown, PA 19083**

[www.lambertassoc.com](http://www.lambertassoc.com)