



Director of Adolescent Development & Counseling

Position: Director of Adolescent Development & Counseling

Reports To: Head of School

Status: Full-time, Staff (July 1 - June 30)

Start Date: July 1, 2026

Montgomery Bell Academy (MBA) seeks an experienced clinical psychologist or neuropsychologist with expertise in performance psychology to serve as its inaugural Director of Adolescent Development & Counseling.

This senior leader will oversee the school's counseling program and lead a holistic, integrated approach to student mental health that supports boys overall psychological and emotional wellness. The Director will develop a program that focuses on teaching boys about brain development and helps instill the habits and mindsets of mental fitness. Working closely with the deans, the school nurse, athletic trainers, and academic leadership, the Director will align clinical care, preventive mental health practices, and performance psychology into a cohesive system that supports students' well-being and personal growth.

Mission Alignment

Guided by MBA's mission to develop gentlemen, scholars, and athletes, the Director will help students cultivate emotional health, self-awareness, discipline, and confidence—ensuring boys are prepared to navigate challenge and change with maturity and character.

Key Responsibilities

Counseling Leadership & Mental Health Integration

- Lead and supervise the school's counseling efforts;
- Establish a coherent counseling philosophy aligned with MBA's mission; ● Collaborate with student support and health services and senior administration; ● Develop relationships with mental health providers in Nashville;
- Serve as a clinical advisor to senior leadership;

- Conduct risk assessments, crisis intervention, and case consultation to support student safety and well-being;
- Support faculty and staff through consultation, training, and psychoeducation related to student mental health and adolescent development;
- Plan and lead ongoing wellness initiatives such as our Social Awareness, Strength Through Knowledge, and Legal Realities series;
- Support faculty in their work as advisors;
- Ensure ethical practice, confidentiality, and compliance with professional standards and school policies;

Performance Psychology Program Leadership

- Design and lead a school-wide performance psychology framework;
- Partner with Health Services and Athletics to align mental, physical, and emotional support;
- Establish shared language around preparation, focus, emotional regulation, and reflection;
- Partner with the Athletic Director, Director of Performance, Strength & Conditioning, coaches, directors, athletic trainers, and school nurse;
- Integrate mental skills training into all aspects of school life and “athletics” broadly considered, including all areas of performance (art, athletics, debate, mock trial, music) such as training, competition, and injury recovery and rehabilitation.

Faculty, Coach, Advisor, and Parent Education

- Serve as a resident expert on adolescent development;
- Promote conversation among faculty to share best practices for teaching and reaching boys in work as teachers, coaches, and advisors;
- Contribute to the national dialogue on boys education;
- Partner with parents to reinforce healthy expectations and growth-oriented responses to challenges;
- Provide psychoeducation for parents through meetings, workshops, and written resources on topics such as stress, anxiety, resilience, and healthy coping.

Qualifications and Attributes

- An interest in and willingness to contribute to the broader life of the school;
- PhD or PsyD in Clinical Psychology, Neuropsychology, or related field;
- Specialized training in performance psychology with experience working with competitive athletes, musicians, and other performers;
- Experience leading or coordinating counseling services for adolescents;
- A desire to serve as a key advisor to boys and families in their formative years;
- Strong communication, judgment, and relational skills;
- A commitment to being a leading voice in the conversation about boys education and

mental fitness, both locally and nationally.

About Montgomery Bell Academy

Montgomery Bell Academy is an all-boys college preparatory school for students in grades 7 through 12. We were founded in 1867 and believe in the value of balancing proven traditions with innovative adaptations to best equip our graduates to meet the demands of the 21st century world. Our main campus is located in west Nashville, and our student body consists of around 850 boys served by over 150 faculty and staff. Our mission is to shape these young men to become “Gentlemen, Scholars, and Athletes” through a combination of wide-ranging character and service programs, a rigorous and varied academic curriculum, and a series of competitive and high-achieving sports programs. More information about our school can be found on our website, www.montgomerybell.edu.

Physical Environment & Travel

While performing the duties of this position, the employee is required to sit; stand; walk; use hands to finger, handle, and feel objects, tools, or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch and crawl; talk and hear; engage in moderately strenuous physical activity both indoors and out; and smell. The employee will work in a school setting that includes an office environment with sitting and computer work, and may occasionally lift or move up to 30 pounds. Specific vision abilities required by this position include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Some local, long-distance, and limited overnight travel may also be required.

Application Information

Interested applicants should send a cover letter expressing their interest and qualifications for the position along with a current resume to Mrs. Langhorne Coleman, Assistant to the Head of School (langhorne.coleman@montgomerybell.edu).