ENSWORTH

Chief Technology Officer

LOCATION
Nashville, TN

POST DATE
January 27, 2026

PRIORITY DEADLINE
February 27, 2026

INITIAL CLIENT REVIEW
Early to mid-March

SEMIFINAL ROUND
Week of March 23

ON-SITE FINAL ROUND
Week of April 6

DECISION ANNOUNCED
April 17, 2026

START DATE
July 1, 2026 (or earlier)

REPORTS TO
Chief Finance & Operations Officer

ENSWORTH

12M & Ed Tech RECRUITING

Summary

Ensworth is an outstanding, nationally acclaimed, large, K–12 independent school in Nashville, Tennessee. Its two distinct campuses reflect the multidimensionality and ever-growing landscape of Nashville. The historic Red Gables Campus, situated in a mature residential neighborhood, offers an idyllic setting for approximately 750 students in the lower- and middle- school divisions. Fifteen minutes away, the Frist Campus, which opened about 20 years ago when Ensworth added a high school, serves approximately 500 students with outstanding arts and athletic facilities and state-of-the-art academic learning spaces that are undergoing some refreshes to even better serve interdisciplinary and innovation programs, particularly in technology, engineering, and design.

Ensworth is excited to welcome a new role to the school: chief technology officer (CTO). Reporting to the CFOO, the CTO will manage a team of approximately 5–6 IT/IS professionals that for the last two years have been working in two completely separate functional units, one for each campus. This new, unified team will include full-time support roles on both campuses and centralized services roles in network, systems, and database management. The CTO will be an important partner to the instructional technology team, which reports up to other academic administrators, and the CTO will have an important voice on all-school instructional technology strategy. While contributing to instructional technology vision is important, the primary focal points for the CTO for the first one or two years will be to ensure that the IT/IS team is cohesively and comprehensively serving both campuses, and that technology operations are as seamless as possible for end users across the school.

Ensworth seeks a dynamic, skilled technology leader with experience in large educational institutions, as well as a warm, high-EQ communicator who will build relationships and ensure the delivery of outstanding technology service and support to the nearly 2,000 individuals on its two campuses each day. Ensworth looks forward to welcoming the CTO to begin July 1, 2026, or earlier by mutual agreement.

MOTTO

In Search of Truth

MISSION

Ensworth is a kindergarten through twelfth grade, coeducational independent school. The School promotes academic excellence and inspires students to be intellectually curious, to use their talents to the fullest, to be people of integrity, and to be contributors to society.

VISION

We envision a school community dedicated to following the highest principles with the greatest love, as characterized by moral integrity, intellectual vitality, discipline, compassion, humor and joy.

We envision a school where a deep sense of community and belonging pervades all aspects of school life, where all members participate in a broad array of diverse activities both in and out of the classroom, and where collaboration, integration, and tradition thrive.

We envision a school committed to growth and learning for all members of its community, as reflected in communication that is open, honest, and direct, in decision-making that is inclusive, flexible, and efficient, in school governance that is clear and transparent, in practices that honor diversity of mind, and in opportunities for faculty development and innovation as fundamental components of their professional responsibilities.

And we envision a school that reaches beyond itself to its broader community, that embraces service opportunities, and that serves as a leader in the national educational community.

COMMUNITY ENGAGEMENT & INCLUSION

In order to realize the goals of our mission and vision, Ensworth must actively strive to be a diverse and inclusive community of learners that engages collectively *In Search of Truth*. The presence of different perspectives and life experiences plays a vital role in the development of our students, enhancing classroom and extracurricular experiences in meaningful ways. As a school, we are committed to cultivating an environment in which all members of the Ensworth community experience a true sense of belonging and are empowered to be active participants in the life of the school. These efforts are essential if we are to foster the growth of all students in line with their potential, and to equip them for lives of purpose that extend far beyond their time at Ensworth.

Strategic Vision

STRATEGIC PILLARS

PEOPLE

SURROUNDING OUR STUDENTS WITH EXCEPTIONAL EDUCATORS

Our faculty and staff are the passionate guides of our community, serving our students and families in pursuit of our mission and modeling leadership, inclusivity, resilience, and a growth mindset. We will take an intentional, disciplined, and innovative approach to become the school of first choice for the finest teachers, coaches, and mentors in the world.

PROGRAM

DRIVING ACADEMIC EXCELLENCE

Educating the whole child begins with nurturing students' minds to develop intellectual curiosity and a passion for learning that will propel them forward. By combining research-based best practices and student-centered pedagogy, we will build the foundational academic abilities, habits of mind, and core skills our students need to succeed in a rapidly changing world.

EDUCATING BEYOND THE CLASSROOM

Co-curricular programs are a key component to our whole child approach to education and are an integral extension of our academic program. Our vision to create a deep sense of community and belonging that pervades all aspects of school life comes to fruition when all students participate in a broad array of artistic, athletic, and academic activities led by the finest coaches and artistic educators.

IGNITING LEADERSHIP FOR IMPACT

Our commitment to diversity, civil discourse, discussion-based pedagogy, and collaborative problem-solving make leadership a natural byproduct of an Ensworth education. We will continue to equip our students with the skills required to drive positive change, weaving leadership development into every facet of the student experience at Ensworth.

PLACES

CREATING SPACES TO DELIVER OUR MISSION & CULTIVATE COMMUNITY

Our people and programs thrive in spaces designed to support our mission and build community. High-quality facilities reflect our commitment to excellence and the well-being of our students and faculty. We will thoughtfully design spaces that enhance collaborative interactions and enrich the overall educational experience, making facilities a key component of success and sustainability in the strategic landscape.

A Two-Campus Community

RED GABLES CAMPUS

GRADES K-8

211 Ensworth Avenue
Nashville, TN 37205

Red Gables Campus is purposefully designed to cater to the unique developmental stages and requirements of lower and middle school students. The lower school buildings feature colorful, engaging, and age-appropriate facilities designed to create a warm and welcoming environment for younger students. Classrooms and gathering spaces are all thoughtfully considered to ensure a safe and stimulating space for exploration and learning. The middle school buildings provide opportunities for students to begin demonstrating independence and time management skills. The quad and common areas allow students space to gather outside of class to study and socialize.

FRIST CAMPUS

GRADES 9-12

7401 Highway 100
Nashville, TN 37221

Nestled on 127 acres adjacent to Edwin Warner Park and the Little Harpeth River, Frist Campus offers a college-preparatory environment where students can focus on their academic and extracurricular pursuits in preparation for higher education. Within minutes of setting foot on our Frist Campus, one can see how the state-of-the-art facilities and expansive grounds foster the deep sense of community that defines Ensworth. Our collegiate-style high school campus nurtures independence and promotes a sense of responsibility and accountability as we prepare our students for the next stage in their educational journey and beyond.

Key Stats

FOUNDING YEAR

1958

the High School Campus opened in 2004

LOCATION

NASHVILLE, TN

2 CAMPUSES

Red Gables Campus (Grades K-8)

Frist Campus (Grades 9-12)

ACCREDITATION

Southern Association of Independent Schools (SAIS)

MEMBERSHIP ORGANIZATIONS

NAIS, TAIS, NBOA, and INDEX

ENROLLMENT

1258 STUDENTS

453
Lower School

297
Middle School

508
High School

43
zip codes represented

24%
students of color

FACULTY

263
Full-Time Faculty and Staff

166
Teaching Faculty

6
Part-Time Faculty

78%
of teaching faculty hold advanced degrees

TECHNOLOGY AT A GLANCE

HARDWARE

STUDENTS

- Grades 1–3: iPads
- Grades 4–8: iPads and 1:1 MacBooks
- High School: Primarily MacBook Air (M1–M4), with a few Windows devices, and iPads in various locations.

FACULTY

- MacBooks and some have iPads
- Switches/firewall:
- UniFi Pro, Enterprise, and Aggregation switches
- pFSense
- Netgate Super Micro 1541

SYSTEMS

- Mosyle
- JAMF School
- Google Workspace
- Azure / Office 365
- Blackbaud (FE and RE, Education, Enrollment, and Tuition management)
- Paymerang (Business)
- Bill (Business)
- Paycom (HR)
- Magnus (Health)

Background & Opportunity

Ensworth is an outstanding, nationally acclaimed, large, K-12 independent school in Nashville, Tennessee. Its two distinct campuses in many ways reflect the multidimensionality of Nashville, a region with tremendous history and culture, while at the same time one that is growing and ever-evolving.

The historic Red Gables Campus is situated in a mature residential neighborhood just 15 minutes from downtown. This original campus of Ensworth has plenty of charm and character, offering an idyllic setting for the approximately 750 students in the lower- and middle-school divisions. Founded in 1958, the campus is tucked along treelined streets and near original homes, even as several land acquisitions allowed the school to expand and grow. In recent years, interiors of classroom buildings have been renovated and remodeled, but the campus still manifests an unmistakable beauty and intimacy, creating a wonderful environment for young students and their teachers to teach, learn, and connect as a community.

Some 15 minutes further southwest from downtown is the newer and modern Frist Campus, which opened approximately 20 years ago when the school added a high school division. Anyone coming onto Frist for the first time could be forgiven for wondering if they had just stumbled upon a small university. The campus is large, spacious and open, and it offers many facilities and resources that graduating seniors will indeed likely find when they head off to college. The arts and athletic facilities are first class, impressive, and big, and they complement state-of-the-art academic learning spaces that have already started to undergo remodeling to reflect more contemporary learning techniques and to serve interdisciplinary programs—particularly those in the lanes of technology, engineering, and design.

Not surprisingly, the structure of the technology department at Ensworth has morphed in ways that mirror the evolution of the overall school. When Ensworth operated only at Red Gables, the department had a single leader overseeing all operations. This model continued initially when Frist came online. As the high school campus grew, so, too, did staffing in the tech department—as well as the technology needs of the school community. Technology in support of arts and athletics events has grown exponentially, particularly in the high school, and Ensworth has deployed a great amount of state-of-the-art, complex infrastructure for games and performances. The A/V requirements for the Frist Campus are now at a point where behind-the-scenes production facilities and support are likewise complex and specialized.

Over the last 20 years, as the two campuses diverged in both style and operations, so, too, did the general tech strategies for each campus. Fast forward to a couple of

years ago, and for this and other reasons the school split the technology department and created two co-director positions leading separate units operating side-by-side. This is the governance model in which Ensworth currently finds itself. One co-director reports to the CFOO and is responsible for tech operations on the Red Gables Campus. The other co-director reports to the associate head of school and is responsible for tech operations on the Frist Campus.

On the one hand, this arrangement has allowed the tech unit for each campus to focus more on localized needs and maintain direct partnerships with faculty and staff in the divisions that they serve. In parallel, each division also has at least one faculty member focusing on either tech integration, and/or teaching classes related to tech, maker, engineering, or design. Although these faculty members are not in the tech department, they are often seeking campus-specific support or partnerships from an IT/IS technology professional.

However, this split-department model has not been without its challenges. The current staffing model sometimes leaves the Frist Campus shorthanded for front-line technology support. General administrators on both campuses are not always sure whom to seek out for certain strategic technology needs. Meanwhile, network management and data/systems responsibility has lived inside one of the two campus subunits, leading to both internal and external confusion about responsibility, and some unresolved issues on the backend.

For these and other reasons, the senior leadership team is committed to returning to a governance structure in which a single departmental leader will oversee all technology operations for both campuses. Hence, this summer Ensworth will be excited to welcome a new role to the school: chief technology officer (CTO). The CTO will report to the CFOO and manage a team of approximately 5-6 IT/IS professionals, with the number one goal being to serve both campuses cohesively and comprehensively. While the divisional instructional technology team will continue to report up to academic division channels (and thus the CTO will not be unilaterally responsible for setting school-wide instructional technology vision), the CTO and the IT/IS team will no doubt play important partnerships to, and have input on, various instructional technology matters and decisions.

All that said, the primary focus of the CTO for the first one or two years will be to unify, consolidate, streamline, and improve core technology operations. That work in turn will require a fair amount of restructuring of subunits, refocusing some internal tech roles, rethinking standard operating procedures, rebuilding team culture across both campuses, and redesigning and reengineering major systems and protocols to ensure that technology operations are as seamless as possible across both campuses.

When the new CTO begins, all team members in the department will report directly to the CTO, who will be in charge of setting direction and strategy for IT/IS operations on both campuses. In addition to the CTO, the other positions in the department will include a full-time support role on each campus, and three or four central-services roles in the areas of network, systems, and database management. Almost all infrastructure management occurs internally; the school does not leverage an outside MSP—although engineering

support is sometimes brought in for major upgrades and refreshes. The department will include a mixture of long-time employees and more recent hires, and everyone understands the importance of evolving internal operations to make the end-user experience more cohesive and continuous.

Because the A/V needs on the Frist campus are so complex, it is likely that some specialized model of support for athletics and performing arts will need to be implemented. Whatever solution is implemented will live outside the core IT/IS technology department. Ideally, that solution would serve major events and productions for both campuses as well. However, at any school basic A/V needs are often ones that involve technology department input and support. Thus, just as the IT/IS department will have a seat "at the collaboration planning table" for instructional technology, the incoming CTO should also be ready to collaborate with a new service unit that is eventually set up to support major A/V productions on both campuses.

An experienced CTO candidate will understand that this situation presents both clarity and a little ambiguity at the same time. To the former: everyone recognizes that a single departmental model is essential for Ensworth at this juncture. In that sense, there is clarity in the long-term vision. However, the plan for how to do this, and the journey that will be required, are less than certain—if for no other reason than the fact that they will be the number one priorities for the incoming CTO to develop, implement, and ultimately lead. Thus, while there is some ambiguity in what technology operations will look like in the next 2-3 years, the clarity of support for the long-term vision of a unified department will help to provide an essential foundation to help guide the IT/IS team on its new journey.

The incoming CTO will have the full support of the leadership team, and the CFOO in particular, to implement change and invest necessary resources into both new positions and new infrastructure. The leadership team is excited to find a dynamic, skilled technology leader and manager with experience in large, enterprise, educational institutions. The community at large is excited to find a warm, high-EQ, effective communicator and planner who will take the time to build relationships and partnerships across both campuses. And everyone at Ensworth hopes that the incoming CTO, who will start this summer and report to the CFOO, will similarly be excited for the opportunity to reunify a department and deliver outstanding technology service and support to the nearly 2,000 individuals that come on to Ensworth's two unique campuses each day.

INTERVIEW WITH TWO MEMBERS OF THE LEADERSHIP TEAM

Beth Pollard

Chief Finance & Operations Officer

Heather Caponi

Associate Head of School

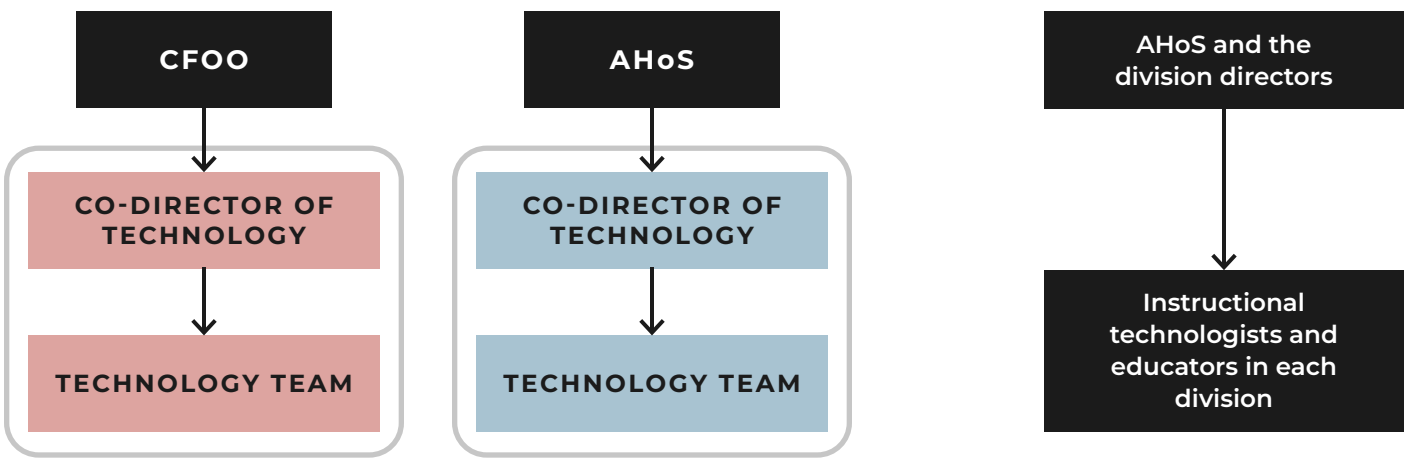
Beth Pollard joined Ensworth in 2022 and serves as the chief finance & operations officer (CFOO). Before coming to Ensworth, Beth led the business office at Darlington School outside of Atlanta, where she worked for 16 years. Beth is a Certified Public Accountant and currently serves as the board chair of NBOA. Heather Caponi joined Ensworth in 2020 as a division director and became the associate head of school at Ensworth in 2023. Heather has nearly thirty years of experience in various roles as an educator, PD coordinator, and academic division leader. Heather has EdD in leadership and innovation from Arizona State University.

We invite you to watch our interview with Beth and Heather, in which they discuss Ensworth's community, amazing facilities, and the importance of a unified technology department to serve school operations and the academic program.

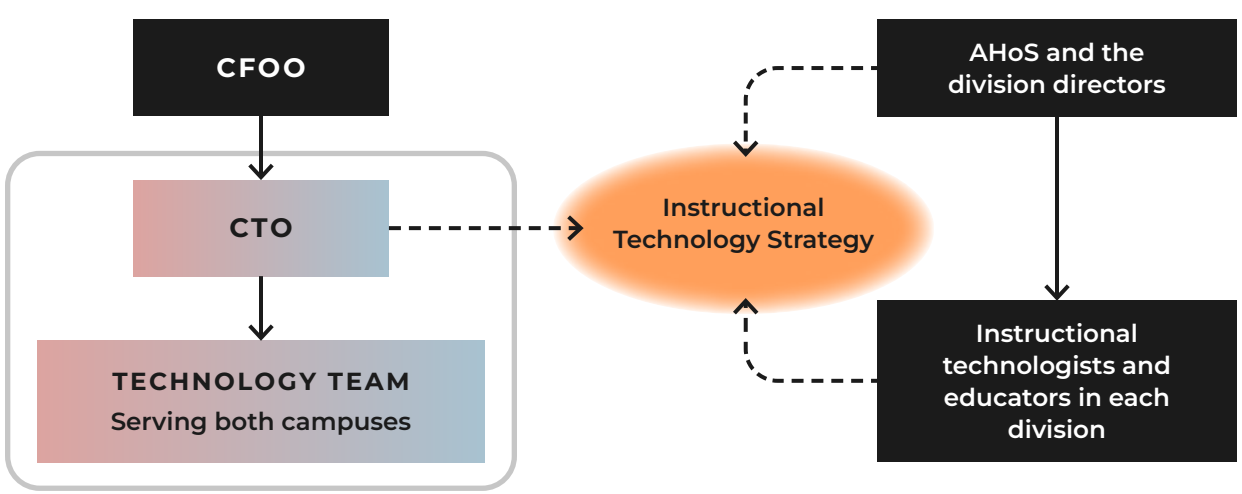
Unifying the Tech Department

For the last couple of years, IT/IS technology professionals have been divided into two separate units, one for each campus. Each unit has been led by a co-director, who has reported to a different senior administrator on the leadership team. Starting this summer, a new role, CTO, will unify all IT/IS professionals into a single department, offering an opportunity for more cohesive and comprehensive management of core technology services, and more seamless end-user experience. The CTO will report to the CFOO, who is ready to support the CTO as the new, unified technology department takes hold. Instructional technology will continue to be an adjacent program overseen by other academic directors, but the CTO will be invited to contribute to instructional technology strategy and vision.

24-25 & 25-26 SCHOOL YEARS



BEGINNING JULY 1, 2026



Duties

TECHNOLOGY VISION & LEADERSHIP

- Lead the unification of core technology operations across two large campuses in support of a seamless delivery of IT/IS services in an enterprise, K-12 educational environment.
- Build departmental connections with academic, administrative, and operational constituents throughout the school.
- Serve in a project management and consultative capacity for large-scale technology initiatives, both within the department and across the entire school.
- Collaborate with senior leadership and key stakeholders to align technology initiatives, policies, and services to the needs of each campus and various all-school departments.
- Establish and maintain local, regional, and national partnerships to support the strategic goals of the school's technology program.

IT/IS OPERATIONS

- Oversee IT/IS operations, planning, policies, and procedures within a management framework that serves a two-campus school.
- Oversee and evaluate the deployment of all hardware, software, systems, back-end infrastructure, and services from various perspectives, including cost-effectiveness, customer satisfaction, compliance, asset management, quality of service, and performance.
- Ensure that the department responds to end-user needs, provides a reliable IT backbone, designs and delivers excellent end-user training, and aligns procedures to all-school needs.
- Ensure IT data security, risk management, disaster recovery, and planning processes are in place and receive regular review for currency and adequacy.
- Collaborate with specialized or emerging service units supporting complex A/V needs across the school.

DEPARTMENTAL ADMINISTRATION

- Lead and directly supervise the newly created all-school technology department, which will include a team of 5-6 professionals in helpdesk services, network, systems, and database management.
- Evaluate departmental structures and staffing to ensure that technology operations are well-supported across both campuses, and leverage external vendors as needed for departmental support.
- In partnership with the CFOO, oversee the allocation and management of the technology budget, ensuring effective use of resources.
- Report directly to the CFOO and perform other duties as assigned.

Qualifications & Qualities

QUALIFICATIONS

- Possession of a bachelor's degree from an accredited college or university, with advanced coursework in information systems or a related field desirable
- 7+ years of experience leading technology departments and supervising technology employees
- Prior experience managing and administering major components of an IT/IS program in an enterprise organization, preferably in an educational or nonprofit setting including: security, networking, backup, disaster and recovery planning, risk management, A/V, and hardware deployment
- Experience leading organizational change and implementing staff development initiatives in alignment with a strategic vision

QUALITIES

- A multitasking approach to planning and overseeing concurrent technology-related programs and projects, combined with outstanding motivational skills to ensure completion and success
- Excellent leadership and communication skills, with the ability to manage and inspire a diverse team of technology professionals that works on two large, separate campuses
- A collaborative, cooperative, empathetic, collegial, innovative, and patient mindset
- A thoughtful but determined approach to departmental objectives and individual staff growth while remaining attuned to the school's mission, values, and goals
- An understanding of the diverse technology needs and organizational complexities of a multidivisional, multicampus independent school
- A willingness to participate in the daily operations of an independent school, which can include evening and weekend work
- A commitment to the ideals expressed in Ensworth's Mission Statement, Vision Statement, and Diversity, Equity and Inclusion Statement

How to Apply

12M & Ed Tech Recruiting is acting on behalf of Ensworth to identify exceptional technology leaders to fill this extraordinary opportunity. Direct inquiries to:

jobs@EdTechRecruiting.com

Applications submitted by **February 27, 2026** will receive priority review.

All applications must be submitted online:

www.EdTechRecruiting.com/jobs/Ensworth/CTO

AN APPLICATION REQUIRES SUBMITTING FOUR PDFS:

1. Cover letter introducing yourself to the Ensworth search committee
2. CV or resume
3. A reference list of four or more individuals who could speak on your behalf if you were to progress further in this search (include each person's name, current organization, title, phone number, email, and past connection to you; we will not contact anyone on your reference list without obtaining your permission first)
4. A response to the following prompt:

> What is your approach to building team unity, collaboration and cohesion, particularly for a technology division that is distributed across two campuses?

It is Ensworth's policy to provide equal employment opportunity for all employees and applicants without regard to race, color, gender, religion, national origin, age, disability, sexual orientation, or any other reason prohibited by law. It is the intent and resolve of Ensworth to comply with the letter and the spirit of the law in the implementation of all facets of equal opportunity. This equal opportunity policy applies to all terms and conditions of employment including, but not limited to, hiring, placement, evaluation, promotion, disciplinary action, termination, compensation and training. Employment decisions at Ensworth will be based on merit, qualifications and abilities.