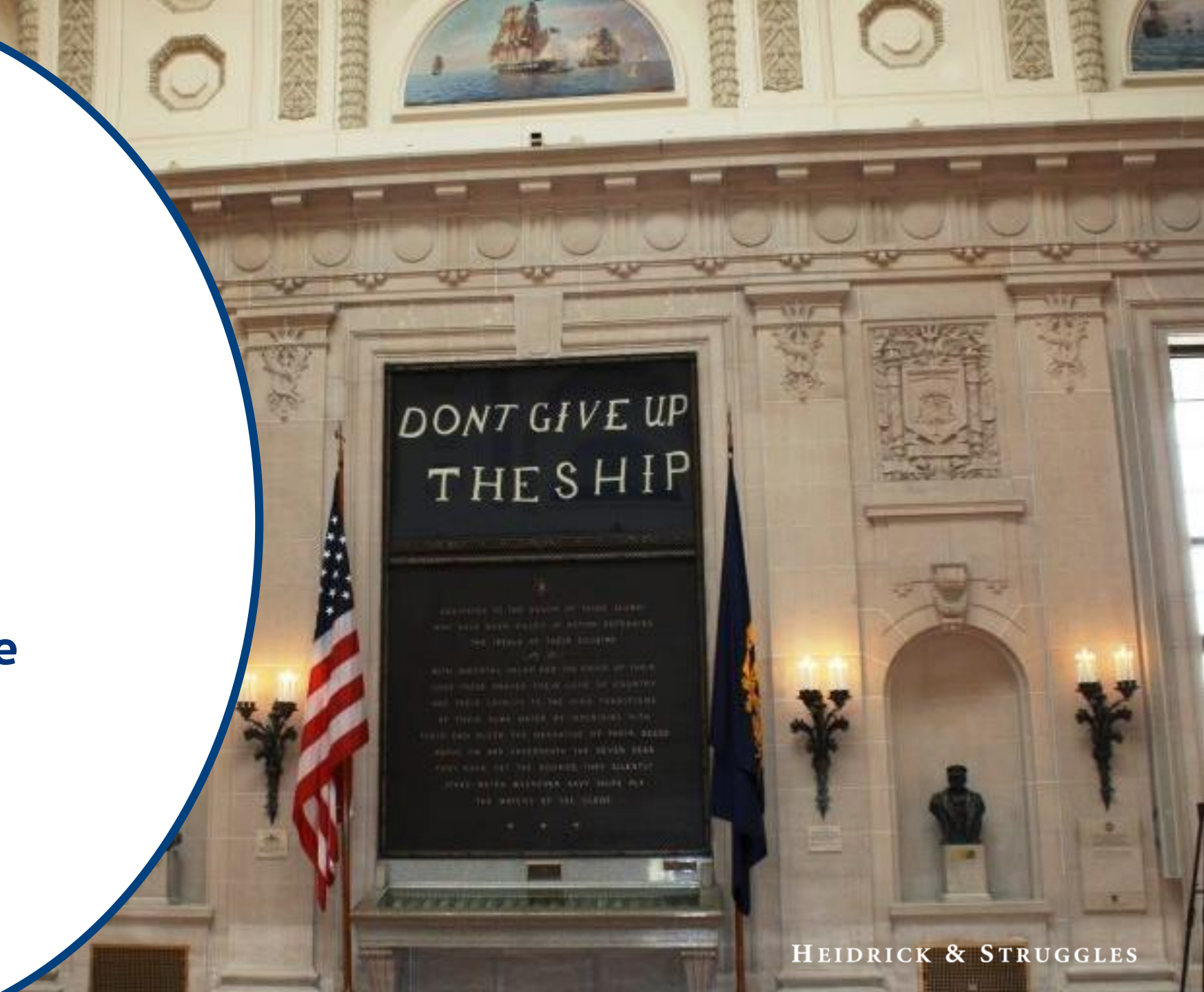


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DON'T GIVE UP THE SHIP

RESOLVED TO THE DEATH OR RUIN OF THEIR COUNTRY
WHO HAVE BEEN CALLED TO ACTION SEPARATES
THE DEEDS OF THEIR COURAGE
JULY 26, 1861

WITH UNFATHOMABLE BRAVERY AND THE KNOWLEDGE OF THEIR
OWN DUTY THEY HAVE GIVEN UP THEIR LIVES FOR THEIR COUNTRY
AND THEIR LIVES TO THE WORLD FOR THE INSPIRATION
OF THEIR OWN PEOPLE BY THE DEEDS OF THEIR
COURAGE AND THE KNOWLEDGE OF THEIR DEEDS
THEY HAVE GIVEN UP THEIR LIVES FOR THEIR COUNTRY
AND THEIR LIVES TO THE WORLD FOR THE INSPIRATION
OF THEIR OWN PEOPLE BY THE DEEDS OF THEIR
COURAGE AND THE KNOWLEDGE OF THEIR DEEDS

HEIDRICK & STRUGGLES

About the U.S. Naval Academy

As the undergraduate college of our country's naval service, the Naval Academy prepares young men and women to become warfighters of competence, character, and compassion in the U.S. Navy and the Marine Corps. Naval Academy students are midshipmen on active duty in the U.S. Navy. They attend the academy for four years, graduating with bachelor of science degrees and commissions as ensigns in the Navy or second lieutenants in the Marine Corps. Naval Academy graduates serve at least five years in the Navy or Marine Corps.

Mission Statement: To develop Midshipmen morally, mentally, and physically and to imbue them with the highest ideals of duty, honor, and loyalty in order to graduate leaders who are dedicated to a career of naval service and have potential for future development in mind and character to assume the highest responsibilities of command, citizenship, and government.

Vision: The premier leadership and educational institution for developing naval officers who will preserve peace through strength and prevail in conflict.

Leadership: Lieutenant General Borgschulte assumed duties as the 66th Superintendent of the U.S. Naval Academy on August 15, 2025. He is a 1991 graduate of the Naval Academy and the first U.S. Marine officer appointed to the Superintendent role.

By the Numbers

#1

Top Public School
USNWR, 2025

#4

National Liberal Arts Colleges
USNWR, 2025

#6

Best Undergraduate Engineering
Programs, USNWR 2025

1845

Founded

23

Majors Offered

4400

Total Enrollment

338

Campus Size (acres)





Excellence at the Naval Academy

The Naval Academy's vision is built around six supporting and mutually reinforcing Areas of Excellence essential to developing Leaders of Character to Serve the Nation.

Academic Excellence: Foster a stimulating educational environment that supports and encourages intellectual curiosity, critical thinking, and a passion for lifelong learning. Under the guidance of a world-class civilian and military faculty, engage every midshipman in challenging and rewarding educational experiences. Provide mentorship and support services that enable and promote the highest levels of intellectual development and academic achievement.

Athletics Excellence: Provide exemplary programs of athletic competition and physical challenge that foster decisive leadership, teamwork, character, resilience, and a passion for "winning." Promote lifelong physical fitness.

Admissions Excellence: Attract and admit talented young men and women from across our Nation who are willing to accept the challenges of the naval services.

Ethical Leadership: Prepare midshipmen for the challenges of combat leadership. Instill the core values of honor, courage, and commitment and promote a dedication to the highest standards of moral behavior. Develop and empower leaders who will serve across the Nation to make courageous and ethical decisions.

Professional Development: Provide midshipmen with the professional building blocks necessary to succeed as Navy and Marine Corps Officers. Instill a profound respect for the Constitution and foundational knowledge and appreciation of the Naval Profession, to include the importance of the Chain of Command and essential seamanship and navigational skills.

Naval Heritage: Imbue an appreciation of and respect for the selfless service and excellence that are the heritage of the naval services. Instill a personal commitment to uphold the traditions and standards of the Navy and Marine Corps.

Notable Graduates

The U.S. Naval Academy has produced a remarkable number of notable graduates across various fields, including politics, space, military leadership, and sports, including: [1 President of the United States](#), [3 Cabinet Members](#), [73 Medal of Honor Recipients](#), [2 Nobel Prize Winners](#), [6 State Governors](#), [32 Members of Congress](#), [21 Ambassadors](#), [10 Secretaries of the Navy](#), [56 NASA Astronauts](#), [56 Rhodes Scholars](#), and [5 Chairmen of the Joint Chiefs of Staff](#).



ALAN B. SHEPARD, JR.

1945

NASA Astronaut



JAMES EARL
"JIMMY" CARTER

1947

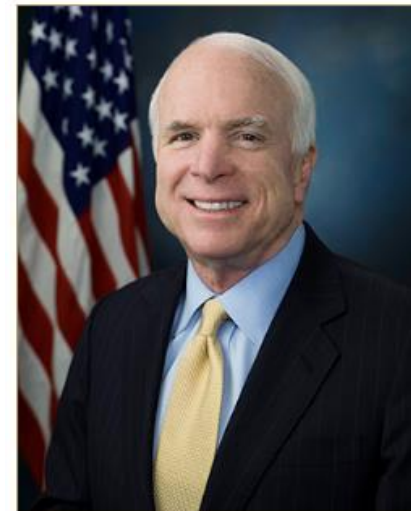
President of the United States,
State Governor, and Nobel Prize
Awardee



JAMES B. STOCKDALE

1947

Medal of Honor Recipient



JOHN MCCAIN

1958

U.S. Senator



PETER PACE

1967

Chairman of the Joint
Chiefs of Staff

The Position: Director, Leadership Institute

Title: Director Leadership Institute

Reports to: Superintendent, US Naval Academy

Location: Annapolis, MD

Direct Reports:

- Director, Stockdale Center for Ethical Leadership
- Director, Center for Experiential Leadership Development
- Director, Center for Leadership Research and Assessment
- Director, Center for Coaching and Mentoring

Leadership development is not a discrete activity at the United States Naval Academy; it is the institution's organizing purpose. Across its academic program, military training, athletics, experiential learning, ethics, and character development, the Academy prepares midshipmen to lead sailors and Marines in circumstances where the consequences of their decisions may be profound. The Academy serves as a leadership laboratory – designed to develop officers who possess the judgment, character, resilience, and moral courage to make difficult decisions and inspire others in service to the nation.

The Naval Academy Leadership Institute represents the next stage in the Academy's long-term effort to make that development more coherent, intentional, and measurable. The Institute will serve as an integrating and enabling mechanism in support of the Academy's three principal mission areas: the mental, moral, and physical development of midshipmen. Working in close partnership with the Provost, Commandant, Athletic Director, and other Academy leaders, it will identify common themes, connect complementary programs, strengthen communication across organizational boundaries, and help ensure that the Academy's many leadership initiatives are advancing a shared institutional vision.

The Leadership Institute Director will work collaboratively with and report to the Naval Academy's Superintendent. The Director will refine and implement the vision and strategy of the Institute as well as serve as the chief administrative officer, stewarding its organizational budget, overseeing day-to-day operations and supervising a talented team of immediate staff, including Distinguished Chairs of both Leadership and Ethics, as well as Directors of four subordinate Centers—The Stockdale Center for Ethical Leadership, Center for Experiential Leadership Development, Center for Leadership Research and Assessment and Center for Coaching and Mentoring. The Leadership Institute Director will serve as a member of the Academy's Senior Leadership Team (SLT) and a close thought partner to the Superintendent, providing operational guidance and support to implement their strategic vision. Lastly, the Naval Academy Leadership Institute will influence the leadership development conversation for the broader Navy, Marine Corps, other government agencies, and centers of national Influence.

Duties & Responsibilities

- Serve as the Executive Agent / Coordinating Authority for Leader Development at USNA to include chairing the Leadership Excellence Council, serving as a member of the Academy's Senior Leadership Team, and representing USNA at externally-facing events dealing with matters involving leadership development.
- Working with and through the Provost and Commandant, develop and implement a comprehensive leadership development curriculum that aligns with the Academy's mission.
- Working with and through the Commandant of Midshipmen, regularly review and update the leadership program to ensure it remains dynamic, relevant, and effective.
- Working with and through the Director of Athletics, develop and implement a comprehensive program to support all facets of Naval Academy athletics to include leadership growth and focus for coaches and all members of their team.
- Coordinate with the Academy's SLT, faculty and staff to integrate leadership development into all aspects of the Academy's education, training, and developmental programs.
- Organize workshops, seminars, and guest lectures that provide midshipmen, faculty and staff with diverse perspectives on leadership.
- Establish partnerships with other military and civilian institutions for collaborative learning programs.
- Monitor and evaluate the progress of midshipmen, faculty and staff in the leadership program, providing feedback and guidance as necessary.
- Foster an environment that encourages critical and creative thinking, ethical decision-making, and a deep sense of responsibility among midshipmen, faculty and staff.

Duties & Responsibilities (cont'd)

- Advocate for resources and support necessary for the continuous improvement of the Leadership Institute.
- Ensure compliance with all relevant regulations and standards in the conduct of the Leadership Institute's activities.
- Mentor and coach midshipmen, faculty and staff, providing them with personal guidance on their leadership journey.
- Stay updated with the latest research and trends in leadership development and military education, applying insights to the Institute's programs.
- Other assigned duties by the USNA Superintendent.



Knowledge & Skills to be Successful in the Position

- A record of working with and fully understanding the unique needs of the national security mission of the United States, particularly the US Department of War. Specific focus on the operational dynamics facing the US Navy and Marine Corps strongly preferred.
- Experience with and deep understanding of academia and the interdisciplinary scholarship associated with leadership development.
- Proven success in a senior leadership role with a demonstrated ability to manage the strategic, financial, staff leadership, and operational needs of a dynamic organization;
- Demonstrated aptitude for building and cultivating strong relationships with institutional leadership, staff/faculty/coaches, donors, partner organizations, alumni, and individuals and organizations of influence, including other scholarly societies;
- A committed and collaborative leader with a record of empowering, mentoring, building and managing teams through change; and
- Solid organizational abilities, including planning, delegating, program development, and task facilitation.
- Demonstrated aptitude for building and cultivating strong relationships with institutional leadership, staff/faculty/coaches, donors, partner organizations, alumni, and individuals and organizations of influence, including other scholarly societies;
- Strong financial management skills, including budget preparation, analysis, decision-making, and reporting;
- Excellent communication skills, strong interpersonal skills, high emotional intelligence, and collegiality;
- A record of transparent, honest, and direct communication and collaborative decision-making;
- Strong professional ethics, transparency, integrity, and accountability; and
- A hands-on and flexible leadership approach.

Key Criteria for the Director, Leadership Institute

Leadership Development Expertise

Demonstrated expertise in leadership development as both an academic discipline and practical endeavor, with the ability to translate research, coaching, ethics, and experiential learning into a cohesive leadership philosophy and measurable outcomes.

Mission & Values Alignment

A values-driven leader of unquestioned integrity who is deeply committed to the Naval Academy's mission of developing leaders of character.

Strategic Leadership & Institution Building

Proven success leading a complex organization, center, institute, or major initiative, including responsibility for strategy, operations, budgeting, and talent. Experience building or transforming organizations, aligning disparate efforts, and creating sustainable systems in evolving environments. Brings an entrepreneurial mindset, intellectual curiosity, operational pragmatism, and the resilience to build consensus and navigate ambiguity while serving the broader institution.

Navy & Military Credibility

Strong understanding of the U.S. military—particularly the operational environment of the U.S. Navy and Marine Corps—with an appreciation for the responsibility of developing warfighters and officers prepared to lead in complex, high-consequence environments. Brings credibility with military and civilian stakeholders alike. A terminal degree in a field relevant to warfighting and leader development is highly desirable.

Engagement Team

[Ron Brown](#)
Partner

[Jackie Zavitz](#)
Partner

[Erin Veneziano](#)
Engagement Manager

The salary for this role is anticipated to be in the \$200,000-range annually. Compensation for this role will be determined based on experience and skillset. The Head of the Leadership Institute is eligible to qualify for housing on the Yard, which includes grand homes rented at a below-market rate.

Nominations and applications should be directed to: USNALeadership@heidrick.com.
CVs/Resumes must be no longer than 2 pages.

The Naval Academy's active-duty workforce is supplemented by Department of the Navy civilians who also serve our nation – as professors, coaches, instructors, information technology professionals, finance specialists, administrators, and other support roles typically found at a college or university. The civilian staff is dedicated to the moral, mental, and physical development of midshipmen and the Naval Academy seek higher education professionals who can model the Navy's core values of honor, courage, and commitment.

Civilian employees enjoy the intrinsic rewards which result from being a part of the mission of the Naval Academy, along with other benefits associated with Federal employment. We invite applications from all segments of society to provide the Brigade of Midshipmen with the best educational experience possible and to graduate leaders to serve our nation.



Position Classification and Appointment Details

Appointment Type: Gift Funded, Excepted Service, 12-Month Position, time limited

Supervisory: Yes

Financial Statement Required: Annual filing of a OGE 450 Financial Disclosure

Position Sensitivity: Tier 3 – Non-critical, Sensitive

Term: This is a 12-month position, eligible for reappointment, for terms typically of 3-4 years.

Official Title: Director, Leadership Institute

Pay Schedule: AD-09

Pay Category: Management & Governance – Classification 15

Travel Required: Yes

Funding: This position is 100% gift funded.