



DORDT
UNIVERSITY

DIRECTOR OF ATHLETICS

OPPORTUNITY PROFILE

INTRODUCTION

Dordt University, a private institution of higher education, committed to the Reformed Christian perspective, is seeking applicants for its next director of athletics.

Located in Sioux Center, Iowa, Dordt University was founded in 1955. With over 40 programs of study and a strong core program, you'll work with students who are finding their calling in God's world. Just under 90% of Dordt students live on campus. Our faculty and staff are committed to helping students develop the gifts God has given them while preparing them to live a life of service to God and others.



THE MISSION OF DORDT UNIVERSITY

"As an institution of higher education committed to the Reformed Christian perspective, Dordt equips students, alumni, and the broader community to work effectively toward Christ-centered renewal in all aspects of contemporary life."

REFORMED CHRISTIAN PERSPECTIVE

The vision and programs of Dordt are grounded in a comprehensive kingdom perspective. By this we mean that Scripture and creation reveal a sovereign God, that all things are under his control and find their goal and purpose in his glory, and that the creation is his kingdom. Even though human disobedience has greatly disrupted our world, we are confident that God, with his Word of grace, reclaims his world through the death, resurrection, and ascension of Jesus Christ.



Our mission and vision

EQUIPPING STUDENTS, ALUMNI, AND THE BROADER COMMUNITY TO WORK EFFECTIVELY TOWARD CHRIST-CENTERED RENEWAL.

We believe that God created us in his image to "cultivate" creation by caring for its well-being and developing its potential. Because Christ rescued the creation from the curse of sin and reigns over it, we, his imagebearers, have work to do. We seek to transform culture and bring shalom to a broken world. Our task is to equip students to become insightful, obedient, and active servants in God's world, working for the expression of his kingdom everywhere.



DORDT UNIVERSITY AT A GLANCE

STUDENT PROFILE

- Total enrollment: 1,911
- Full-time undergraduate students: 1,528
- Male: 50.8%
- Female: 49.2%
- Undergraduates living on campus: 88.4%
- Average high school GPA: 3.71
- Minority students: 11.4%
- Countries represented: 30
- International students: 189
- U.S. states represented: 43
- Out-of-state students: 63.8%

GRADUATION STATS

- Six-year graduation rate: 67.2% (compared to 60% nationwide)
- Graduates who graduate in four years or less: 93.7%
- Freshmen to sophomore retention rate: 84.9%
- Career outcome rate: 98%
- Graduates pursuing graduate/professional school: 12%



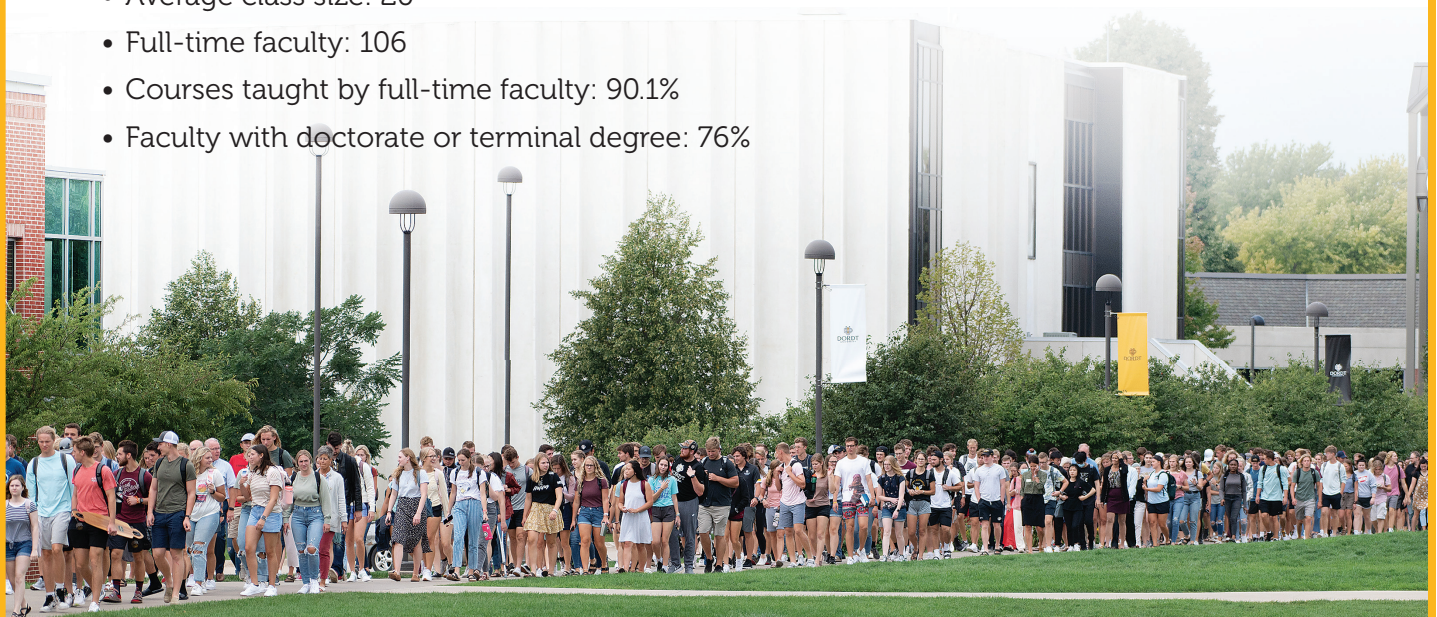
[More about Dordt](#)

ACADEMIC PROFILE

- Associate of Arts: 5 programs of study
- Associate of Science: 2 programs of study
- Bachelor's degrees: 43 academic programs; 11 pre-professional programs
- Master's degrees: 5 programs
- Top five majors: business administration, engineering, education, agriculture, nursing

FACULTY

- Student-to-faculty ratio: 14:1
- Average class size: 20
- Full-time faculty: 106
- Courses taught by full-time faculty: 90.1%
- Faculty with doctorate or terminal degree: 76%



ATHLETICS AT DORDT

The Dordt Athletic Department has adopted “The Defender Way” as a summary of its approach to competitive athletics.

The Defender Way is based on Romans 12:1: “Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God. This is your true and proper worship.”

The four points of The Defender Way are summarized as follows:

- We are committed to the Great Commission and cultural mandate.
- We are committed to equipping student-athletes to be servant leaders.
- We are committed to the academic development of all student-athletes.
- We are committed to the pursuit of championships.

Dordt University is a member of the National Association of Intercollegiate Athletics (NAIA) and the Great Plains Athletic Conference (GPAC).

The program receives great support from Dordt’s Defender Gold Club, the fundraising arm for Defender athletics. In 2022-23 the Defender Gold Club raised over \$3,800,000 in support of the Dordt Athletic Department.

The Dordt community embraces co-curricular activities as a vibrant part of student life. Forty-two percent of undergraduate students participate in intercollegiate athletics.



The Defender Gold Club



POSITION QUALIFICATIONS

The next director of athletics at Dordt will possess a strong Christian testimony and a Reformed worldview that can be articulated to student-athletes and to constituents who comprise Defender Nation.

This person will provide overall leadership for all intercollegiate athletic programs in concert with Dordt's mission and oversees the various administrative functions associated with being members of the Great Plains Athletic Conference and the NAIA. The director of athletics supports the distinct mission of Dordt University and creates an environment in which coaches and athletic personnel grow and develop students through this experience to become insightful, obedient, and active servants in God's world. The director of athletics leads in ways that enhance Dordt's reputation and brand with all audiences and furthers Dordt's mission.

Some of the essential responsibilities include:



[Complete job description](#)

- Develop yearly performance goals with each member of the athletic department to ensure alignment with the Dordt University mission and vision.
- Collaborate with members of the Advancement Office and assigned Athletic Department staff to assist in the coordination of events involving alumni, fans, and constituents of the university.
- Participate significantly in university fundraising activities—both directly and through supervision of others—to set and meet annual fundraising goals for athletics.
- Coordinate with the city of Sioux Center on the use of all joint-use facilities shared by the city, Dordt University, and the Sioux Center Community Schools.
- Oversee the Defender Gold Club by casting vision, establishing fundraising goals, and building a support base for athletics.



APPLICATION SUBMISSION

Qualified candidates must submit the following to be considered for this position.

1. Cover letter

2. Resume

3. References: Submit the names and contact information of three persons familiar with your professional background who can be contacted concerning your qualifications.

4. Official transcripts: Undergraduate and graduate.

5. Personal statement: Please read the following two documents 1) **The Educational Task of Dordt University**, 2) **The Educational Framework of Dordt University** and also consider the four elements of **The Defender Way**. Following your consideration of these three resources, please write an essay of a few pages to share with the search committee. It should include: 1) your personal relationship with Jesus Christ, 2) how you see your calling as an athletics professional as a part of your kingdom service to Christ, 3) how you would incorporate elements of the Task/Framework/Defender Way into your leadership of the athletics program at Dordt, 4) how you see an athletics program fulfilling a unique and integral part of Dordt's Educational Task. As you write this essay, please be sure to weave in elements of the curricular coordinates from the Framework (religious orientation, creational structure, creational development, and contemporary response).



Apply online





FROM THE PRESIDENT

Leadership matters. The trajectory of an organization's growth and impact is dependent on the quality and character of its leaders.

At this stage of Dordt's history, we are seeking a dynamic leader to serve as our director of athletics—a role which participates on the university's Leadership Cabinet. The person we ask to join us will be a person with a deep relationship with Christ, not only as a personal Savior but also as King over all creation. This person will also be highly motivated to help young student-athletes at Dordt develop their own relationship with Jesus during their years at Dordt. Having the opportunity to support many other leaders, this person will be a 'coach of coaches' being able to inspire excellence throughout Dordt's athletic program. Lastly, this person will be able to effectively invite donors to support the athletic program as an important element in the overall Dordt University mission.

Thank you for giving this informational packet your prayerful attention to determine if you, or someone you know, might have the gifts and inclination to serve God by taking on the role of director of athletics at Dordt University. We trust that God already has that person selected, and we're eager to work diligently to welcome that person to campus.



Warmly,

A handwritten signature in black ink that reads 'Erik Hoekstra'. The signature is fluid and cursive, with a long horizontal stroke extending from the end.

President Erik Hoekstra