



Going Global: Transitioning to International Athletic Administration

- Overview of international athletic director role.
- Key differences between U.S. and international athletic directors.
- Skills and qualifications for success abroad.
- Application process and securing an international job.
- Challenges and rewards of working in a global setting.

Athletic Director Roles: A Comparison

- Key Differences: US vs. International Athletic Director Roles
- School System Variations: Curriculum, Facilities, Budgets, Demographics.
- Diverse Responsibilities: Managing Sports Across Cultures and Development Levels.
- Navigating International Regulations, Federations, and Competitions.



Contrasting Athletic Director Roles

- Curricular Connections: Athletics often more integrated into the academic experience internationally.
- Facilities: Can vary widely, from state-of-the-art to basic.
- Budgets: Often more limited than in the U.S., requiring resourcefulness.
- International regulations, sports federations, competition structures and visa travel issues.



Student Demographics

- Understanding diverse cultural backgrounds.
- Adapting coaching styles to different learning styles.
- Communicating effectively with various language abilities.
- Catering to athletes with varying levels of skill and experience.
- Fostering an inclusive and respectful athletic environment.
- International regulations, sports federations, competition structures and visa travel issues.



Pathways to Global Success

01 — Core Competencies: Leadership, adaptability, cross-cultural communication.

02 — Building an International Network: Personal/professional networks, global sports conferences (NIAAA, ISST).



03 — Certifications: International School Sports Federation ([ISF](#))

04 — Prior Experience: Overseas coaching, multicultural teams, international tournaments.



Qualifications for Global Success

- Leadership skills adaptable to diverse cultural contexts.
- Problem-solving and flexibility in new environments.
- Effective communication across languages and cultures.
- Experience with overseas coaching or multicultural teams.
- Participation in international tournaments or events.

Building Your International Profile

- Certifications:
 - RIAA / CIAA (NIAAA)
 - International School Sports Federation (ISF)
 - Personal/Professional Networks: Connect with individuals in the international sports community ([Globetrottin' ADs](#))
 - Global Sports Conferences: Attend conferences like NIAAA, [IAAAC](#), [ISST](#).
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International School Coaches Essential Part of a School Community



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- Bangkok, Thailand

2021

6:00 AM - EST



11:00 AM - GMT



Live

Landing Your Dream Job Abroad

- Researching Opportunities: ISS, Search Associates.
- Understanding School Systems and Hiring Processes.
- Building a Strong Application: Tailor Resume, Emphasize Cross-Cultural Competency.
- The Interview Process: Showcase International Readiness.



Challenges and Rewards Abroad

- Challenges: Cultural Differences, Diverse Stakeholders, Logistical Challenges.
- Rewards: Multicultural Setting, Global Travel, Lasting Connections, Personal/Professional Growth.



Challenges on a Personal Level

- Homesickness and missing family/friends. (Pets?)
- Adapting to a new culture, environment and language.
- Potential for isolation and loneliness.
- Building a new social and professional network.
- Navigating a different economic and financial system



Transitioning to a new country can bring a range of personal challenges. These are some of the most common issues faced by international athletic directors.

1. Homesickness and Missing Family/Friends

- Leaving loved ones behind can be emotionally challenging, leading to feelings of homesickness and loneliness. (Trixie passing while we were in Canada - technology has helped).
- It's important to maintain regular communication with family and friends, and to find ways to stay connected with your home culture.

2. Adapting to a New Culture, Environment and Language

- Adjusting to a new culture, environment, and language can be a complex and overwhelming process.
- Be patient with yourself as you learn to navigate your new surroundings and adapt to different customs and traditions.
- Seek out opportunities to immerse yourself in the local culture and learn the language.

3. Potential for Isolation and Loneliness

- Building a new social and professional network in a new country can take time and effort.
- It's important to be proactive in seeking out opportunities to connect with others, such as joining clubs, groups, or sports teams.
- Don't hesitate to reach out to colleagues, neighbors, or other expats for support and friendship.

4. Building a New Social and Professional Network

- Building a new social and professional network in a new country can take time and effort.
- It's important to be proactive in seeking out opportunities to connect with others, such as joining clubs, groups, or sports teams.
- Don't hesitate to reach out to colleagues, neighbors, or other expats for support and friendship.

5. Navigating a Different Financial and Health Systems

- Understanding and navigating a different economic and financial system can be challenging.
- It's important to research the local currency, banking system, and cost of living before you move.
- You may also need to adjust your budget and spending habits to reflect your new financial situation.
- Health care varies by country and school. (Sheri and Hospital care in Shanghai).

Challenges in a Professional Role

- Navigating Cultural Differences: Understanding and adapting to varying cultural norms and expectations in sports.
- Diverse Stakeholders: Managing expectations from parents, students, administrators, and local communities.
- Logistical Challenges: Coordinating international competitions, including travel, visas, and accommodations.
- Language Barriers: Communicating effectively with stakeholders who may speak different languages.
- Limited Resources: Adapting to potential limitations in facilities, equipment, and funding compared to US schools.



Transitioning to an international athletic director role also presents a range of professional challenges. Some of the most common issues faced by international athletic directors are.

1. Navigating Cultural Differences

- Understanding and adapting to varying cultural norms and expectations in sports can be challenging.
- This may involve adjusting coaching styles, training methods, and competition structures to fit the local context.
- It's important to be sensitive to cultural differences and to be respectful of local traditions.

2. Diverse Stakeholders

- Managing expectations from parents, students, administrators, and local communities can be complex.
- Different stakeholders may have different priorities and expectations for the athletic program.
- It's important to communicate effectively with all stakeholders and to find ways to meet their needs.

3. Logistical Challenges (refer to photo - getting kids in and out of countries - see photo).

- Coordinating international competitions can be challenging, involving travel, visas, and accommodations.
 - a. Example: What do you do when one of your students is on top of a mountain in Northern China and got scratched by a monkey (maybe?)
 - i. No cell coverage on top of the mountain / Nearest hospital 6 hours away / Chinese vaccination available on site / flew student back to Finland - I can't remember all of the details - but I didn't get fired (I may have updated my resume).
- It's important to be organized and detail-oriented to ensure that all logistical aspects of the event/competition run smoothly.

4. Language Barriers

- Communicating effectively with stakeholders who may speak different languages can be a challenge.
- This may involve learning some basic phrases in the local language, using translators, or finding other ways to communicate effectively.

5. Limited Resources

- International schools may have limited resources compared to US schools, including facilities, equipment, and funding.
- It's important to be creative and resourceful in managing these limitations.
- You may need to find alternative ways to provide athletic opportunities for your students."



Reaping the Rewards Of an International AD Role

- Exposure to Diverse Cultures and Perspectives.
- Opportunities for Global Travel and Exploration.
- Building International Networks and Connections.
- Enhanced Personal and Professional Development.
- Competitive Compensation and Benefits Packages.
- Unique Career Advancement Opportunities.

Living and working abroad as an international athletic director offers a unique and rewarding experience. I wouldn't still be doing it today if I wasn't getting something out of it.

1. Exposure to Diverse Cultures and Perspectives

- Working in an international school exposes you to a diverse range of cultures and perspectives.
- This can broaden your horizons, challenge your assumptions, and help you develop a greater understanding of the world.
 - a. Walked the Great Wall of China, looked a North Korean soldier in 'one' eye at the DMZ and spent an anniversary in the Maldives in a hut on the Ocean.

2. Opportunities for Global Travel and Exploration

- International athletic directors often have the opportunity to travel to different countries for competitions, conferences, and professional development opportunities.
- This allows you to explore new cultures, experience different ways of life, and create lasting memories.

3. Building International Networks and Connections

- Working in an international setting allows you to build a network of professional contacts from all over the world.
- These connections can be valuable resources for career advancement, collaboration, and personal support.
 - a. Chris is a friend for life - my first memory of him is when he 'accidentally' subbed in a fouled out player during a Championship game against my school in a one point game (we won;-)

4. Enhanced Personal and Professional Development

- Living and working abroad can be a transformative experience that helps you develop new skills, overcome challenges, and grow as a person.
- You will learn to adapt to new environments, communicate effectively with people from different cultures, and manage complex situations.

5. Competitive Compensation and Benefits Packages

- International schools often offer competitive compensation and benefits packages to attract and retain qualified athletic directors.
- These packages may include housing allowances, health insurance, tuition reimbursement, and other benefits.

6. Unique Career Advancement Opportunities

- Working as an international athletic director can open doors to exciting career advancement opportunities.
- You may be able to move into leadership positions at other international schools, work for international sports organizations, or pursue other career paths in the field of international education."

Q&A and Next Steps

- Q&A Session
- Final Thoughts on Making the MOVE!
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