



DARTMOUTH

Executive Director, Total Rewards

Leadership Profile

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Executive Summary

[Dartmouth College](#), home to a celebrated liberal arts curriculum and pioneering professional schools, seeks an accomplished and strategic leader to serve as its Executive Director, Total Rewards.

Founded in 1769 and located in historic [Hanover, New Hampshire](#) in the heart of New England's [Upper Valley](#), Dartmouth is a Carnegie-classified R1 research university defined by comprehensive liberal arts education combined with focused graduate programs in medicine, business, the sciences, and engineering. A founding member of the Ivy League, Dartmouth is consistently ranked among the country's best research institutions. The College educates approximately 4,600 undergraduates and 2,300 graduate students in the Arts and Sciences and its four pioneering graduate and professional schools: the [Geisel School of Medicine](#), the [Guarini School of Graduate and Advanced Studies](#), the [Thayer School of Engineering](#), and the [Tuck School of Business](#). A member of the Association of American Universities (AAU), Dartmouth has forged a singular identity, combining its deep commitment to outstanding undergraduate liberal arts in a residential college setting and graduate education with distinguished research and scholarship.

Reporting directly to the Chief Human Resources Officer and serving as a key member of the Office of Human Resources leadership team, the Executive Director, Total Rewards is a strategic leader responsible for designing, implementing, and supporting the governance of a comprehensive total rewards strategy that attracts, motivates, and retains top talent. This role leads the institution's compensation, benefits, and well-being programs, for an employee population of about 4,600 full and part time faculty and staff, in alignment with Dartmouth's goals and values and partners closely with campus leaders to ensure market competitiveness, financial stability, and compliance. At the heart of the Executive Director's role is intentional stakeholder management, acting as a collaborative partner and skilled communicator who helps build a strong reputation for excellence, transparency, and trust across the Office of Total Rewards and the Office of Human Resources.

Dartmouth stands at an exciting inflection point in its approach to Total Rewards. Over the past decade, and especially in recent years, the institution has made meaningful progress in strengthening its compensation practices and employee benefits strategy, tightening controls, enhancing systems to ensure compliance, and elevating the quality of service provided to its diverse constituencies. With a forward-thinking Chief Human Resources Officer leading the HR organization, and the strategic integration of compensation into the Total Rewards portfolio with the arrival of the Executive Director, Dartmouth is poised to elevate its Total Rewards philosophy to new heights.

This is an exciting and compelling opportunity for an experienced and innovative leader to shape the future of Total Rewards at Dartmouth, building upon a solid foundation of operational excellence, with the invitation to craft and implement a holistic Total Rewards strategy that unites compensation and benefits in a way that is fully aligned with Dartmouth's mission and values. With external pressures around cost management and heightened stakeholder scrutiny, the Executive Director will be empowered to reimagine how Dartmouth designs, delivers, and communicates its Total Rewards offerings while cultivating a culture of transparency and trust.

The role calls for a creative and resourceful leader who brings a genuine strategic perspective to benefits and compensation, someone who understands the unique needs and expectations of a diverse higher education community and the political savviness to navigate the complexities of a mission driven and resource constrained environment with creativity, care and compassion. A bachelor's degree or equivalent combination of education and experience required along with at least twelve years' experience leading compensation and benefits teams, ideally, within complex and decentralized institutions of higher education with a focus on cost control and sustainability. An advanced degree and/or relevant certification/s are preferred (CEBS, SHRM-CPR, ISCEBS, PHR/SPHR; CCP/CBP, or equivalent). Candidates without experience in higher education who can demonstrate the ability to effectively work in environments with shared governance cultures will be considered. The College

has a strong preference for this leader to be on-site three days per week, but with some flexibility for the right candidate.

To submit a nomination or express personal interest in this position, please see the *Procedure for Candidacy* section at the end of this document.

Role of the Executive Director, Total Rewards

Reporting directly to the Chief Human Resources Officer and serving as a member of the Office of Human Resources leadership team, the Executive Director, Total Rewards is a strategic leader responsible for designing, implementing, and supporting the governance of a comprehensive total rewards strategy that attracts, motivates, and retains top talent. This role oversees compensation, benefits, and well-being programs, aligning them with objectives, financial goals, and Dartmouth's culture. The Executive Director partners closely with campus leaders to ensure market competitiveness, financial stability, and compliance and serves as a collaborator and people leader, fostering excellence, transparency, and innovation across Human Resources. The College has a strong preference for this leader to be on-site three days per week, but with some flexibility for the right candidate.

Key accountabilities include but are not limited to the following:

- Define, implement, and evolve a multi-year holistic total rewards strategy and roadmap encompassing health and well-being benefits, retirement benefits, compensation, rewards, and leave programs aligned to institutional goals and responsive to changing market conditions, budgetary realities, and Dartmouth's competitive position.
- Manage and evaluate external consultants and vendors, working collaboratively with leadership to set expectations, negotiate competitive rates, and monitor performance, while retaining accountability for meeting deadlines, managing expenses, and ensuring quality outcomes.
- Advise HR and Dartmouth leadership and the College Benefits Council (CBC) and Retirement Plan Governance Committee (RPGC) on strategic Total Rewards initiatives and programs. Partner with senior leadership on plan designs, compensation strategy, compliance initiatives, and employee communications.
- Lead initiatives to manage rising benefits costs through vendor strategy, plan design optimization, and creative cost containment initiatives; analyze benefits utilization, claims data, and market trends to identify savings opportunities; develop and track key metrics and data insights to inform strategic decision making.
- Lead a high-performing, cross-functional team fostering a culture of accountability, inclusion, and continuous improvement. Provide direct mentoring and coaching, supporting professional development and cross-functional collaboration. Drive alignment between team goals and broader institutional priorities.
- Continuously assess, analyze, and review market and competitor practices and stay ahead of market trends, legislative changes, and emerging best practices in Total Rewards to continuously enhance the College's competitive programs.
- Serve as a trusted partner and expert resource for community constituents through building and maintaining relationships, influencing positive outcomes, and supporting effective communication with leadership and key stakeholders.
- Ensure compliance with all state and federal regulations governing benefit and retirement plans.

Opportunities and Expectations for Leadership

▪ **Advance a Strategic and Holistic Total Rewards Strategy**

Dartmouth College stands at an exciting inflection point in its approach to Total Rewards. Over the past decade, and especially in recent years, the institution has made significant progress in advancing its compensation practices and benefits strategy, tightening controls, and strengthening systems to ensure compliance, and in its efforts to deliver excellent service to its diverse constituencies. Now, with a forward-thinking Chief Human Resources Officer leading the HR organization, and the strategic integration of compensation into the Total Rewards portfolio, Dartmouth is poised to elevate its Total Rewards philosophy to new heights.

This is a rare and compelling opportunity for an experienced and innovative leader to shape the future of Total Rewards at Dartmouth, building upon a solid foundation of operational excellence and with the invitation to craft and implement a holistic and visionary strategy that unites compensation and benefits in a way that is fully aligned with Dartmouth's mission and values.

The role calls for a creative leader who brings a genuine strategic perspective to benefits and compensation, someone who understands the unique needs and expectations of a diverse higher education community, and who can navigate the complexities of a mission-driven and resource constrained environment with creativity, care and compassion. With growing external pressures around cost management and heightened stakeholder scrutiny, the Executive Director will be empowered to not only re-imagine how Dartmouth designs, delivers, and communicates its Total Rewards offerings, but to serve as a trusted advisor to senior leadership and as a proactive and engaged partner to the campus community, bringing transparency, building trust, and championing Dartmouth's strengths to remain competitive among its peers and emerge as an employer of choice.

Success in this position will be measured by the Executive Director's ability to ensure that the College's total rewards strategy, including benefits and compensation offerings, remains competitive, well-managed, and thoughtfully structured, despite external pressures and evolving challenges. The Executive Director will be expected to address all relevant angles in the design and delivery of Total Rewards, providing assurance to senior leadership that Dartmouth's strategy is comprehensive, prudent, and in good standing. This includes the development of a clear path forward for Dartmouth's Total Rewards program, which outlines strategic priorities, addresses key risks, and incorporates best practices in benefits and compensation management.

▪ **Assess and Advance Total Rewards Team Structure & Model**

To advance a holistic and reimagined total rewards strategy for Dartmouth, the Executive Director will be responsible for evaluating and assessing the organizational structure and operating model of Dartmouth's Total Rewards organization. Currently, this structure comprises fifteen professionals who deliver the personalized service valued by the Dartmouth community. The department includes a staff of approximately fifteen professionals including three direct reports: the Director of Benefits, the Senior Director of Compensation, and the Wellness Program Manager.

The Executive Director will strategically examine the team's composition and workflows to identify areas for enhanced collaboration, efficiency, and alignment with Dartmouth's evolving Total Rewards philosophy. Recommendations from this assessment will be critical in guiding the team toward a more integrated and strategic approach, ensuring that benefits and compensation are effectively utilized to attract, motivate, and retain top talent.

Should structural or process changes be deemed necessary, the Executive Director will lead these initiatives with a thoughtful, inclusive, and transparent approach, managing internal transitions and effectively,

communicating changes across the Dartmouth community to reassure and support employees ongoing service and support.

- **Establish Trust and Integrate into Dartmouth Culture**

A primary responsibility of the Executive Director is to establish and maintain a high level of trust with the Dartmouth College community. Achieving success in this role entails proactively engaging with a broad spectrum of stakeholders, including faculty, staff, campus leaders, and advisory groups, to promote transparent communication, mutual respect, and enduring collaborative relationships. The Executive Director will be a visible and accessible leader, committed to understanding and assimilating the distinct characteristics of Dartmouth's organizational culture.

Throughout the first year and beyond, the Executive Director is expected to dedicate substantial time and effort to understanding the needs, values, and viewpoints of the College's diverse constituencies. This process includes cultivating trustworthy relationships on both professional and personal levels, establishing credibility through genuine engagement, and demonstrating authentic concern for the Dartmouth community. The leader will also leverage established partnerships, such as those with the College's benefits consultant and effective collaborations with the College Benefits Council and Retirement Plan Governance Committee, to inform decision-making and communication strategies.

The Executive Director will design and implement targeted communication strategies that address the specific requirements of each stakeholder group, ensuring that the rationale behind benefit and compensation decisions is clearly conveyed, feedback is actively sought, and the College's priorities and values are consistently reflected in all Total Rewards initiatives.

Through these efforts, the Executive Director will help create a foundation of trust in Total Rewards programs, thereby enabling Human Resources to advance broader institutional objectives. By remaining visible, responsive, and proactive, the leader will anticipate and resolve emerging issues, tailor communications to stakeholder needs, and foster the development of comprehensive compensation and benefits plans aligned with Dartmouth's mission and ethos.

In summary, the Executive Director will advocate for a culture characterized by transparency, inclusivity, and cooperation, positioning Total Rewards as a strategic, reliable, and valued resource across Dartmouth College. The successful candidate will be distinguished by their ability to keep senior leadership well-informed and confident in the College's Total Rewards strategy, ensuring Dartmouth's preparedness for future challenges and its continued reputation as an employer of choice.

- **Expand Opportunities for Affordability and Access in Benefit Offerings**

This role requires a visionary leader who proactively engages with local market partners and internal stakeholders to identify opportunities for innovative solutions that enhance both the affordability of benefits and access to essential health resources for faculty and staff. The Executive Director will be charged with leveraging existing assets and resources and explore new ways to optimize their effectiveness for the college community. This includes driving foundational changes in a challenging environment, balancing cost control with competitiveness, and modernizing the college's subsidy approach to employee benefits.

A key aspect of this position involves not only maintaining compliance and fiduciary responsibility but also strategizing to make Dartmouth's benefits offerings more competitive, especially in the context of limited options in the Upper Valley. The Executive Director will work closely with the Benefits Committee, shifting the focus from purely tactical and detail-oriented practices to a more strategic, long-range vision. This includes expanding access beyond primary care to encompass behavioral health and ensuring resources are available to meet the diverse needs of faculty and staff.

▪ **Establish Standard Processes for Annual Institutional Total Rewards Decisions**

An exceptional opportunity exists for the incoming Executive Director establish and institutionalize standard processes for key decision points regarding benefits and compensation throughout the calendar year. By implementing a structured approach to benefits planning and evaluation, as well as addressing compensation decisions, the new leader will ensure that Dartmouth can proactively advance strategic initiatives rather than reacting to urgent situations or last-minute demands. This forward-thinking framework will empower the college to make timely, well-informed decisions, fostering a culture of thoughtful planning and continuous improvement in the administration of a total rewards strategy.

The Executive Director will have the unique ability to shape and streamline annual cycles of decision making, introducing consistency and transparency across all benefits and comp-related processes. By doing so, they will not only enhance operational efficiency but also build trust among stakeholders, positioning Dartmouth's Total Rewards programs as models of best practice and organizational excellence.

Professional Qualifications and Personal Qualities

- **Education & Certification:** Bachelor's degree or equivalent combination of education and experience required. Advanced degree and/or relevant certification/s are preferred (CEBS, SHRM-CPR, ISCEBS, PHR/SPHR; CCP/CBP, or equivalent).
- **Experience:** Twelve plus (12+) years leading compensation and benefits teams, ideally, within complex and decentralized institutions of higher education with a focus on cost control and sustainability. Candidates without experience in higher education but who can demonstrate the ability to effectively work in environments with shared governance cultures will be considered.
- **Analytical Capabilities & Business Acumen:** Advanced quantitative and analytical abilities, with a strong command of financial principles relevant to compensation and benefits; evidence of sound business acumen and experience developing KPIs related to benefits cost trends and total rewards effectiveness; ability to translate complex financial and benefits data into actionable insights; expertise in rewards analytics and modeling, utilizing data-driven insights to design, assess, and optimize compensation programs that align with institutional strategy and market competitiveness is preferred.
- **Stakeholder Management:** Proven ability to build and sustain productive relationships with a diverse range of stakeholders, including senior leadership, faculty, staff, and external partners; evidence of possessing exceptional executive presence, inspiring confidence and trust while effectively representing one's division in constituent meetings and public forums.
- **Team Leadership:** Exhibits outstanding leadership by guiding, motivating, and developing high-performing teams in dynamic and evolving environments; experience coaching, mentoring and leveraging active listening abilities to foster individual and collective growth, while communicating complex concepts with clarity and transparency.
- **Change Management:** Adept at leading teams and organizations through change, ensuring alignment, adoption and successful outcomes and experience energizing constituents and sustaining their commitment to changes in approaches, processes, and strategies.
- **Communication:** Effective communication and strong interpersonal skills that ensure an institution-wide understanding of Total Rewards practices and availability of resources; a reputation for cultivating cultures of transparency and the skill to communicate effectively with many and varied partners; demonstrated skill in seeking out various perspectives, listening with care, and working with others collaboratively to reach critical decisions, and a style of communication that builds trust and mutual respect.

- **Service Orientation:** Strong commitment to and demonstrated experience in providing high-touch and efficient service and support to diverse constituencies; must share Dartmouth's commitment to quality of service and must routinely seek opportunities to engage with and continuously cultivate a reputation of trust across campus colleagues to understand their needs and to assess the Total Rewards support and customer service responsiveness.
- **Collaboration:** Demonstrable experience advising and collaborating with institutional leadership and engendering trust; a reputation as a relationship and bridge builder; politically sensitive; visible, accessible, and approachable; able to build productive relationships with and relate effectively with all diverse constituents at all levels across a complex organization.
- **Managerial Courage:** Ability to speak with candor, make difficult decisions, and a willingness to hold others accountable and actively address performance issues; experience elevating alternative perspectives and concerns to leadership, and the ability to make unpopular decisions when necessary with compassion and empathy.
- **Personal qualities:** A demonstrated confidence and ability as a senior leader with the humility and moral compass to be an effective part of a collaborative and collegial senior team; high level of emotional intelligence, cultural competency, and empathy; a lack of overzealous ego and self-promotion, the desire to partner with others in service of the strongest possible effort and outcomes; an ability to listen and hear ideas and thoughts from a variety of interested parties and partners and to integrate the thoughts and views of others into one's own; integrity and trustworthiness; flexibility, adaptiveness, optimism, and resilience.

About Dartmouth

Overview

Founded in 1769, Dartmouth is a Carnegie-classified R1 research university defined by comprehensive liberal arts education combined with focused graduate programs in medicine, business, the sciences, and engineering. A founding member of the Ivy League, Dartmouth is consistently ranked among the country's best research institutions. It educates approximately 4,600 undergraduates and 2,300 graduate students in the arts and sciences and in its four pioneering graduate and professional schools: the [Geisel School of Medicine](#), the [Guarini School of Graduate and Advanced Studies](#), the [Thayer School of Engineering](#), and the [Tuck School of Business](#). A member of the Association of American Universities (AAU), Dartmouth has forged a singular identity, combining its deep commitment to outstanding undergraduate liberal arts in a residential college setting and graduate education with distinguished research and scholarship.

Dartmouth attracts faculty from around the world and ranks among the highest universities in the country in per capita research funding. There are over 1,000 faculty members across the institution, 656 of whom are tenured or on the tenure track. Dartmouth provides a high-intensity research environment with world-class facilities and outstanding extramural support for scholarly activities for faculty and students. Dartmouth researchers receive approximately \$200 million in external [research funding](#) annually. For FY26, Dartmouth forecasts a \$1.5B baseline in operating expenses, and the endowment stands at more than \$8B.

Dartmouth has attracted talented staff that provide business continuity and ensure ongoing operations at the institution with expertise and devotion. Staff members at Dartmouth also serve as higher education professionals who bring expertise to their respective areas and contribute to the overall strategic mission and vision. Dartmouth currently employs 3,313 full-time and 242 part-time staff members.

Frequently ranked one of the most beautiful colleges in America, the Dartmouth campus, located on traditional, unceded Abenaki homelands, is renowned throughout the world for its mountain vistas, towering pines, and pastoral setting in the deep green Upper Connecticut River Valley. That natural splendor lends a significant layer to the community's compelling sense of place.

Mission

Dartmouth educates the most promising students and prepares them for a lifetime of learning and responsible leadership through a faculty dedicated to teaching and the creation of knowledge.

Core Values

Academic Excellence

Dartmouth expects academic excellence and encourages independence of thought within a culture of collaboration.

Passion for Teaching and Discovery

Dartmouth faculty are passionate about teaching our students and are at the forefront of their scholarly or creative work.

Commitment to Diversity and Inclusion

Dartmouth embraces diversity with the knowledge that it significantly enhances the quality of Dartmouth education.

Inclusive Access to Education

Dartmouth recruits and admits outstanding students from all backgrounds, regardless of their financial means.

Community and Shared Responsibility

Dartmouth fosters lasting bonds among faculty, staff, and students, which encourage a culture of integrity, self-reliance, and collegiality, and instill a sense of responsibility for each other and for the broader world.

Open Inquiry and Mutual Respect

Dartmouth supports the vigorous and open debate of ideas within a community marked by mutual respect.

Strategic Initiatives

At her [State of the College Address](#) in November 2025, President Beilock shared updates and reflections on the tremendous progress made to-date in realizing the ambitious vision she set for the College at her inauguration in June of 2023. That vision for the future focuses on leveraging distinctive aspects of Dartmouth where it can have an unparalleled impact on education and research and how it can “drive impact faster and further than ever before.” The five areas of strategic focus included in her vision where she provides insights and updates on how Dartmouth is leading in each area include: Mental Health and Wellbeing, Climate and Energy Transition, Dialogue, Career Design (Lifelong Dartmouth), and Innovation and Impact. A full transcription of her State of the College Address can be found [here](#).

Leadership

Sian Leah Beilock, President



[Dr. Sian Leah Beilock](#) was elected the 19th President of Dartmouth and began her tenure on June 13, 2023. A distinguished cognitive scientist, President Beilock is one of the world's foremost experts on performance under pressure, receiving the 2017 Troland Award from the National Academy of Sciences. She is also a member of the American Academy of Arts & Sciences, one of the highest honors in her field.

Under her leadership, Dartmouth has used a data-driven approach to lead the Ivies in reinstating standardized testing as part of the holistic admissions process; drastically expanded affordability for middle income families; championed the importance of having dialogue across difference; and recommitted to its moniker as the Big Green with a historic \$500M investment in sustainability.

She has worked closely with Fortune 500 companies, professional sports teams, and public sector leaders to build high-performing teams and create environments that attract, retain, and get the best out of their talent.

President Beilock has authored 120 peer-reviewed papers, as well as two critically-acclaimed books—*Choke* and *How the Body Knows Its Mind*—that have been published in more than a dozen languages. Her 2017 TED talk on performing under pressure has been viewed more than 2.7 million times.

Previously, President Beilock served as President of Barnard College at Columbia University and Executive Vice Provost at the University of Chicago, where she was also the Stella M. Rowley Professor of Psychology.

Josh Keniston, Senior Vice President for Operations



Josh Keniston serves as Senior Vice President for Operations at Dartmouth College, where he leads a comprehensive portfolio of institutional operations that support the College's academic mission, residential experience, and long-term sustainability. His responsibilities span campus services, facilities and capital planning, real estate, environmental health and safety, sustainability and energy transition initiatives, and major institutional projects that shape the physical and operational future of Dartmouth.

Since joining Dartmouth in 2017, he has held a series of increasingly senior roles, including Vice President and Chief of Staff to the Executive Vice President for Finance and Administration; Vice President for Institutional Projects; Vice President for Institutional Projects and Interim Vice President of Campus Services; and Vice President of Campus Services and Institutional Projects. In these roles, he has led complex, cross-functional initiatives, overseen large-scale capital and infrastructure projects, and strengthened operational integration across the institution.

Prior to Dartmouth, Josh worked in higher education consulting and strategy roles, including at Huron Consulting Group, where he advised colleges and universities on strategy, operations, and organizational effectiveness. Earlier in his career, he held roles in research, data, and product development focused on advancement and fundraising strategy, as well as institutional research and policy analysis.

Josh's career reflects a deep and sustained engagement with higher education governance and leadership. He began his professional journey in higher education as a Research and Policy Fellow with the New England Board of Higher Education and previously served as a full voting Student Trustee at Ithaca College, experiences that continue to inform his collaborative, mission-driven leadership approach.

Josh holds a master's degree in Higher Education from the Harvard University Graduate School of Education and a bachelor's degree in communication management and design from Ithaca College. He is known for his systems-oriented perspective, partnership-driven leadership style, and commitment to stewarding institutional resources in service of student success and community well-being.

Sara Lester, Chief Human Resources Officer



Sara Lester joined the Dartmouth community in June of 2023 to serve as the Chief Human Resources Officer at Dartmouth College, where she provides strategic leadership for the institution's human capital priorities in support of Dartmouth's academic mission, research enterprise, and administrative operations. In her role, Sara oversees all aspects of human resources, including talent acquisition and retention, organizational effectiveness, compensation and benefits, employee and labor relations, leadership development, diversity, equity, and inclusion initiatives, and compliance with evolving employment regulations. She partners closely with senior leadership, faculty, and staff to advance a people-centered culture that supports excellence, innovation, and institutional sustainability.

Sara brings to the Dartmouth community deep experience in human resources leadership within complex organizations, with a focus on aligning workforce strategy to long-term institutional goals. She is known for her collaborative approach, data-informed decision-making, and commitment to building inclusive workplaces that attract and develop top talent. As a member of Dartmouth's senior leadership team, Sara plays a key role in guiding organizational change, strengthening leadership capacity, and ensuring that Dartmouth remains a premier destination for faculty and staff.

Prior to joining Dartmouth, Sara managed human resources at the Princeton, N.J.-based Educational Testing Service. The world's largest private nonprofit educational testing and assessment organization, ETS is the creator of the GRE and TOEFL and the administrator of the SAT and AP standardized tests. ETS operates in more than 180 countries, and has about 3,000 regular employees, with annual revenue exceeding \$1 billion.

Prior to leading the company's human resources department, Lester, an attorney, served in the general counsel's office at ETS, beginning in 2010. Before joining ETS, Lester was an attorney in the legal department of D.E. Shaw & Co., a Manhattan-based financial services company, and served as a judicial clerk in the U.S. District Court for the Southern District of New York. She began her legal career as a litigation associate at Cleary Gottlieb Steen & Hamilton LLP in New York. She earned a bachelor's degree in literature from Yale University and a law degree from Duke University School of Law.

About Hanover, New Hampshire

Located in the heart of New England, [Hanover, New Hampshire](#) is a vibrant and picturesque town that offers a unique blend of natural beauty, cultural richness, and small-town charm. Home to Dartmouth, Hanover enjoys a dynamic atmosphere filled with academic energy, arts, and innovation. The town is nestled along the Connecticut River and surrounded by the scenic Upper Valley, offering residents a peaceful yet stimulating environment to live and work in.

Hanover is known for its exceptional quality of life. With a population of just under 9,000, it maintains a strong sense of community and safety. Crime rates are significantly lower than the national average. The town's walkable downtown features locally owned shops, cozy cafés, and a variety of restaurants, all contributing to a welcoming and



connected lifestyle. Cultural venues like the Hopkins Center for the Arts and the Hood Museum of Art provide year-round access to performances, exhibitions, and lectures.

Hanover offers four-season recreation, including hiking, skiing, kayaking, and biking. The Appalachian Trail runs right through town, and nearby mountains and lakes provide endless opportunities for adventure. Winters are snowy and picturesque, while summers are mild and perfect for exploring the region's natural beauty. Despite its rural charm, Hanover is well-connected, with the Lebanon Municipal Airport just minutes away and Boston a two-hour drive.

Families and individuals alike benefit from Hanover's excellent public schools, top-tier healthcare at Dartmouth-Hitchcock Medical Center, and a diverse, inclusive community. While the cost of living is higher than the national average, it is balanced by the town's amenities, safety, and overall livability. Whether you're seeking a fresh start or a new adventure, Hanover offers a rare combination of tranquility, opportunity, and cultural depth.

The Upper Valley: A Unique Place to Live and Work

The Upper Valley, spanning both New Hampshire and Vermont along the scenic Connecticut River, offers an exceptional blend of natural beauty, vibrant communities, and economic opportunity. Anchored by the towns of Hanover and Lebanon in New Hampshire and Hartford and Norwich in Vermont, the region is home to world-class institutions like Dartmouth College and Dartmouth-Hitchcock Medical Center, making it a hub for education, healthcare, and innovation.

Why Choose the Upper Valley?

- **Quality of Life:** Enjoy a strong sense of community, low crime rates, and excellent schools. The area boasts cultural venues such as the Hopkins Center for the Arts, Hood Museum of Art, and Northern Stage theater.
- **Outdoor Recreation:** Four-season activities abound—hiking the Appalachian Trail, skiing nearby slopes, kayaking on pristine rivers, and biking scenic trails.
- **Accessibility:** Despite its rural charm, the Upper Valley is well-connected. Lebanon Municipal Airport offers regional flights, and Boston is just two hours away.
- **Economic Vitality:** The region supports a dynamic economy with opportunities in healthcare, education, technology, and light manufacturing, alongside a thriving agricultural heritage.
- **Lifestyle Balance:** Residents enjoy a mix of quaint villages, cultural richness, and modern amenities, all within a short commute to major employers.



Whether you're seeking a welcoming community, or unparalleled access to nature, the Upper Valley offers a rare combination of tranquility, opportunity, and cultural depth.

Arts & Culture



The Upper Valley is brimming with arts and culture, offering easy access to large-scale multifaceted theaters as well as smaller venues and spontaneous pop-ups catering to local talent and smaller audiences. To learn more, visit the following links: [Lebanon Opera House](#), [Northern Stage](#), [Nugget Theaters](#), [Jag Productions](#), [Ava Gallery and Art Center](#), [Long River Gallery](#).

Farms & Museums



Local farm stands and markets stock lots of fresh produce and handmade gourmet items. Tucked into our scenic valley, museums display everything from old-time machinery to contemporary sculpture to native wildlife. To learn more, visit the following links: [Local Farms](#), [Billings Farm and Museum](#), [Montshire Museum of Science](#), [Enfield Shaker Museum](#), [American Precision Museum](#), [Vermont Institute of Natural Science \(VINS\)](#)

Outdoor Recreation



With the Appalachian Trail running through campus and the Connecticut River just steps away, outdoor activities are always accessible here. The Dartmouth Outing Club (DOC) is the country's oldest and largest collegiate outing club, with membership open to all. To learn more, visit the following links: [Appalachian Trail](#), [Woodlands](#), [Northern Trail Rail](#), [True's Brook Natural Area](#), [Dartmouth Yacht Club](#).

Antiques, Vintage, Consignment

Close to campus are a plethora of shops featuring one-of-a-kind antiques, vintage clothing, or architectural salvage. Volunteer at COVER, offering nonprofit housing repair, and literally help rebuild the lives of our neighbors. To learn more, visit the following links: [Revolution](#), [Listen Thrift Stores](#), [Gear Again](#), [Vermont Salvage Exchange](#), [The Cover Store](#).



Food & Dining



The Upper Valley has many wonderful restaurants from which to choose: American, Asian, French, Italian, Fusion, Mexican, and more. From elegant to casual, in-town to country, there are plenty of choices to satisfy your cravings and your pocketbook. To learn more, visit the following links: [Area Restaurants](#), [Farmer's Markets](#).

Procedure for Candidacy

WittKieffer is assisting Dartmouth College in this search. Nominations and applications will be accepted until this position is filled, but expeditious application is encouraged. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

Nominations, inquiries, and application materials can be directed to:

Sarah Palmer and Sandra Chu

Dartmouth_EDTR@wittkieffer.com

Dartmouth College is committed to the principle of equal opportunity for all its students, faculty, employees, and applicants for admission and employment. For that reason, Dartmouth does not discriminate on the basis of race, color, religion, sex, age, sexual orientation, national origin, disability, or status as a disabled or Vietnam era veteran in its programs, organizations, and conditions of employment and admission.

Please refer to the College policy on equal opportunity and resolution procedures:

[Dartmouth College Nondiscrimination and Anti-Harassment Policy and Resolution Procedures](#)