JOB TITLE: Managing Director, Sport Performance & Development
Reports Directly to Chief Executive Officer (CEO) of USA Curling

Summary

The Managing Director, Sport Performance & Development (MD) is responsible for managing and operating the totality of the USA Curling Sport Performance & Development Program for Men, Women, Paralympic, Mixed Doubles, Junior Men, and Junior Women. The MD will lead development, staff management, and be accountable for the results and overall success of the various National Team programs. Overall responsibilities include providing current athletes with the tools for international success while creating a pipeline of future high caliber National Team athletes. Working closely with the CEO, additional responsibilities will include the holistic approach to coaching, officiating and grassroots development.

The National Team Coaching Staff will report to the MD. The MD will fill those roles appropriately, monitor and support activity, and lead initiatives to improve and enhance the Sport Performance & Development offering.

Goals

• Create an inspirational, ambitious sporting culture that is supported by athletes, coaches, and all curling constituents in the United States.

• Produce international success, defined by medal performances at the Olympic and Paralympic games, and World Championships.

• Ensure that National Teams—Men’s and Women’s—consistently ranked within the Top 20 in the WCF World Team Ranking System.

• Meet qualification requirements for Olympic and Paralympic Games in Men’s, Women’s, Paralympic, and Mixed Doubles disciplines.

• Meet qualification requirements for World Championships in Junior Men’s and Junior Women’s and achieve Top Five performances at those events.

• Fuel a development funnel that produces a steady supply of talented athletes with the kind of ability that makes them strong candidates for inclusion in the National Team Programs.

• Develop a sporting culture that demands accountability, transparency and collaboration.
Key Responsibilities

1. Write, present and implement an annual and quadrennial Sport Performance Plan (SPP) to the United States Olympic & Paralympic Committee (USOPC). Lead planning meetings with staff and key constituents and meet strict deadlines for plan completion.
2. Develop an annual budget, assume responsibility for its oversight, and make decisions that produce maximum ROI.
3. Develop and oversee a comprehensive Para Performance development pipeline strategy. Ensure all relevant aspects of the SPP include Para outcomes and strategies.
4. Integrate all elements of the Sport Performance Plan to ensure that staff are working toward the success of a larger strategic initiative.
5. Develop the team and manage the performance of National Team coaches.
6. Oversee and ensure the delivery of programs to participating athletes and coaches through effective, consistent communication, and collaboration with associated staff.
7. Develop integrated coach education, sports science and sports medicine programs.
8. Develop, evaluate, and monitor performance criteria that is used to evaluate the program and the athletes within it.
9. Instill best practices in all aspects of the SPP, including the Paralympic program.
10. Develop fair, effective, and transparent team selection processes.
11. Develop effective methods to identify talent and create a pipeline for emerging athletes.
12. Regularly communicate, partner with, and share best practices with USOPC High Performance staff and peers within other NGBs.
13. Maintain accurate knowledge and understanding of the sport performance efforts of the National Olympic & Paralympic Committees of the top five nations in the medal count in both the Olympic & Paralympic Winter Games, as well as any other NOCs/NPCs worthy of study.

Requirements

• Significant administrative experience, within the sport or outside of it, with skills that include budgeting, staff development, and organization management.

• Extensive experience with Olympic-level or Paralympic-level athletes and coaches. Ability to develop effective programs for success at Olympic and Paralympic Games. Belief in the importance of physical and mental well-being of athletes who are working to qualify for the Olympic or Paralympic Games.

• Ability to develop effective relationships with the USA Curling CEO and coaching staff, along with other key constituents of the curling community, including the USCA Board of Directors.

• Ability to clearly communicate goals and progress against them.

• An understanding of technology and how new tools can improve performance.

• Excellent verbal and written communication skills.

• Ability and willingness to travel nationally and internationally.

• Ability to multitask and meet multiple deadlines.
Employment Type

This is a full-time position.

Benefits

Competitive salary and benefits package, including health insurance, paid vacation and sick leave.

DEADLINE FOR SUBMISSION: March 27, 2020 at 5pm CST.

Interested candidates should submit cover letter and resume via electronic mail to:

jobs@usacurl.org

USA Curling does not discriminate on the basis of race, religion, national origin, gender, age handicap or veteran status. All qualified applicants will be given equal opportunity. Selection decisions are based upon job related factors.