Title: Chief Program Officer  
Reports to: CEO  
Posting date: October 11, 2021  
Location: New York City, NY

USRowing

USRowing is a nonprofit organization recognized by the United States Olympic and Paralympic Committee as the national governing body for the sport of rowing in the United States. USRowing selects, trains and manages the teams that represent the U.S. in international competition.

The organization serves multiple constituencies including novice learn-to-rowers, parents of rowers, masters rowers, adaptive rowers, collegiate rowers, indoor rowers and, most recently, coastal rowers.

We are focused on growing diversity, equity, and inclusion within the sport of rowing on a national scale, on increasing support for our national team programs, and providing additional benefits and value to our membership (approximately 70,000 individuals and over 1,000 organizational members).

Role

The Chief Program Officer (CPO) is charged with bringing outstanding value to USRowing members and member organizations while ensuring revenue generating programs are effectively implemented, scalable, and well run. The CPO makes data driven decisions to improve the long-term sustainability and outcomes of USRowing programs, revenue, and member satisfaction. The CPO will be charged with creating data solutions for membership, regattas, and camps and collaborate across departments to help meet organizational needs. They will also be responsible for launching a robust M&E system for USRowing across all events and engagements with stakeholders. This person will also oversee Sport Development including coaching education and the prioritization of safety across our sport.

The CPO should possess excellent written and verbal communications skills, and the ability to interact effectively with myriad stakeholders (vendors, board members, administrators, etc.). They must have the ability to maintain a high degree of professionalism, confidentiality, and diplomacy at all times. The CPO will have very good analytical skills with attention to detail, and experience of developing and maintaining effective systems for information sharing, data, and project management.

The CPO must be a strong and organized manager who leads with integrity and is focused on the growth and success of their team members.

The CPO Oversees all membership, regattas and camps, coaching development, as well as metrics and evaluation.

Deliverables

- The CPO will create a long-term vision for new and existing programs and ensure the consistent and high-quality delivery of these programs with a team collectively leading regattas, camps, membership, Sport Development, and M&E.
The CPO will bring a critical eye to all aspects of this department and best determine where there are opportunities for improvement around program deliverables, communications, and professionalization of USRowing.

The CPO will drive growth in the sport of rowing and work collaboratively across USRowing departments to promote the benefits and engagement with the organization’s programs (e.g., drive up annual membership, add new camp opportunities for youth, masters, and adaptive rowers). The CPO will run a team that aligns on the value they are bringing to USRowing members as well as the sport.

In addition to program oversight, the CPO will drive new efforts around the development of a USRowing Application as well as organization wide implementation of metrics and evaluations ensuring we are measuring and tracking progress against our many goals.

Qualifications

- Bachelor’s degree
- Advanced degree in business or public admin a plus
- 5+ years of business development
- Strong record of effective and respected management of a team/staff
- Knowledge of the sport of rowing
- Experience leading through change
- Skills required to analyze and leverage data to drive critical decisions
- Ability to work across teams, with various partners, stakeholders, and volunteers to achieve success
- Comprehensive knowledge of broader business drivers and success at the senior leadership level
- Successful management of complex budgets
- Strong desire and experience in building, maintaining, and leveraging relationships
- Exceptional communication skills

Salary

- Salary commensurate with experience

Candidates should send a cover letter and resume (electronic only) to Pamela Adler at pamela.adler@usrowing.org, Attn: Chief Program Officer. Please no phone inquiries.

USRowing is proud to be an Equal Employment Opportunity employer. We do not discriminate based upon race, religion, color, national origin, gender, sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We are committed to growing diversity, equity, and inclusion in the sport of rowing and believe that works begins in our own space. We believe diversity makes us stronger and encourage individuals with diverse backgrounds and life experiences to apply to join our team.