The Organization

What We Believe:

At the United States Olympic Committee, our mission is to empower Team USA athletes to achieve competitive excellence and inspire our nation.

We prioritize and support the needs of Team USA athletes and our member organizations as we:

- Champion the safety and integrity of sport.
- Ensure access to the best resources for mental and physical well-being.
- Engage as a trusted and influential leader within the global Olympic and Paralympic movements.
- Set clear standards of organizational excellence and hold the USOC and all member organizations accountable.
- Honor the legacy of the Olympic and Paralympic movements.

A federally-chartered nonprofit, the USOC oversees both Olympic and Paralympic sport in the country – one of less than five National Olympic Committees to do so. Through a commitment to supporting and empowering America’s athletes, the USOC is driven to bring the very best of the United States of America to the world through sport.

Our Leadership:

The USOC is governed by a 16-member board of directors and a professional staff headed by the CEO, Sarah Hirshland. In addition, the USOC also has three constituent councils to serve as sources of opinion and advice. More information on the USOC’s leadership is available here.

Our Investment Strategy:

Approximately 82 percent of the USOC’s budget is allocated to directly impacting its mission of supporting athletes, while 12 percent is used to raise hundreds of millions of dollars for Team USA via marketing and fundraising, and the remaining 6 percent covers the cost of administration. By supporting, empowering, and protecting athletes across all stages of development, the USOC is invested in not only getting athletes to the podium, but also how they get there and how they transition into life after sport. More information on the USOC’s investment strategy is available here.
The Opportunity

Role overview:

In this position, the chief medical officer will lead and evolve the USOC’s world-class medical strategy and initiatives. With vision and an athlete-focused mindset, the role will be responsible for setting the strategic direction for promoting athlete physical health, mental health and wellness – not only at Olympic and Paralympic events, but in ways that directly improve the athletes’ day-to-day lives.

This includes collaborating with numerous stakeholders to provide innovative solutions; the role will work with sport-specific National Governing Bodies, technology partners and internal departments to foster the sustained health and wellness of American athletes through excellence in evidence-based technological, medical and recovery support services.

Reporting to the chief of athlete services, the chief medical officer will have direct responsibility for improving and supporting the health and wellness of Team USA athletes, on and off the field of play.

Role Responsibilities:

Strategy Management:

- Serve as a member of the USOC leadership team and contribute to the strategic planning process, serving as an advisor to the CEO and other chiefs on all physical and mental health service practices, policies and procedures.
- Develop and lead a comprehensive plan to support athlete physical and mental health throughout the Olympic and Paralympic movements.
- Provide strategic direction and oversight of the U.S.-designated IOC Injury and Illness Prevention Research Center.
- Provide strategic direction and oversight of the USOC National Medical Network, to include building internal and external relationships, resulting in increased and improved athlete support and services.
- Develop partnerships with external providers and vendors to optimize evidence-based medical care for Olympic and Paralympic athletes.
- In collaboration with Human Resources and Risk Management, provide strategic direction, fiduciary oversight and eligibility requirements for the Elite Athlete Health Insurance benefit plan offerings and Sport Accident Insurance requirements for NGBs.

- Liaise as appropriate with other NOCs, NPCs, IPC and the IOC on medical best practices.
- Collaborate with NGBs on the development of policies, procedures and standards of care to ensure quality and consistency in the promotion of athlete health and wellness across the Olympic and Paralympic movements.

Operational Management:

- Develop, implement and review USOC policies and procedures to align with the best available evidence and current standards of medical practice to ensure that Olympic and Paralympic athletes receive the highest standard of care.
- Lead the operational delivery of all sports medicine services at USOC medical clinics.
- Provide direct care to athletes as needed as a licensed medical professional in the state of CO.
- Oversee sports medicine personnel to ensure the highest standard of care for athletes and support personnel at USOC facilities and/or events, including emergency care, evaluation of injuries and illnesses, applying therapeutic modalities, active care and manual treatments, and making referrals to outside medical resources as warranted.
- Direct the performance of additional allied medical duties as permitted by state law.
- Direct and develop the delivery and analysis of appropriate diagnostic techniques and treatments in compliance with site and state regulations. These services may include but are not limited to: x-ray, diagnostic ultrasound, phlebotomy and various treatment modalities.
- Direct local treatment programs that may include vision care, dental care, and orthotics and splints.

Administrative/Compliance:
- Oversee USOC sports medicine administrative functions, especially budget, purchasing, inventory control, staff development and maintenance requirements.
- Monitor the updating, maintenance, and appropriate use of the electronic medical record to ensure continuity of care, quality and safety as well as the highest degree of confidentiality.
- Ensure compliance with medical/legal requirements for the states of Colorado and New York, as well as any other states in which the USOC conducts a sporting event or activity.
- Lead the selection and deployment of medical personnel in conjunction with Olympic, Paralympic, Pan American and Parapan American Games in order to provide highest quality medical care to U.S. delegations to major Games.
- Complete appropriate monthly, quarterly and yearly reports for budget.
- Direct the management of clinic inventory procedures/processes including oversight of equipment, supplies and pharmaceutical inventory; maintain accounts of inventory in accordance with local, state and federal guidelines.
- Ensure administrative compliance of USOC policies and procedures as they apply to USADA guidelines.
- Maintain state-of-the-art performance medical facilities through the identification of, and justification for purchase or acquisition of appropriate clinical equipment and supplies; operate and maintain unique equipment by location, as permitted by and in accordance with local and state regulations.
- Establish and implement appropriate safety policies, including procedures in the case of infectious disease exposure and emergency evacuation plans locally and at appropriate venues.
- Develop and implement policies and procedures to monitor quality assurance of operations and health care services, including the development of performance metrics to ensure continuous improvement of the department.

People Leadership:
- Lead and direct a multidisciplinary integrated sports medicine staff, as well as volunteer medical personnel, consistent with the culture of a high caliber sports medicine facility.
- Manage and develop talent and skillsets of team members; conduct regular evaluations of staff and actively partner with human resources to address performance gaps to create an engaged and motivated team of care providers.
- Proactively stay abreast of emerging healthcare regulations and ensure staff is updated and informed.

Constituency Relationship Management:
- Assess and address needs of NGBs, especially coaches and athletes, for medical support services both at Olympic Training Centers and at remote training and competition environments.
- Serve as a spokesperson, coordinating with the USOC communications department on matters involving athlete health and wellness.
- Create and maintain a national network of medical consultants to support sports medicine staff in the provision of athlete consultations as well as to support medical coverage of clinics and athletic events.
The Candidate

To succeed in this role – and thereby empower Team USA athletes to achieve competitive excellence and inspire our nation – the candidate must be continually driven to improve, just as U.S. athletes are. The candidate should be an experienced and ethical collaborator and influencer, with proven results.

Qualifications:

Education & Licensure:
- Physician (MD or DO) with board certification in a primary specialty (e.g., orthopedics, family practice, emergency medicine and rehabilitation).
- Subspecialty board certification in sports medicine strongly preferred.
- Board certification, as applicable.
- State medical licensure requirements, as applicable.
- Valid passport.

Experience:
- 15-20 years of clinical experience in medical practice.
- Significant leadership experience, including working in complex, high-profile environments while managing the needs of a diverse set of stakeholders.
- 7-10 years of administrative & financial experience, including the development and management of strategic plans and budgets.
- Experience in creating customer-centric operational models and adept an providing managerial oversight of an interdisciplinary team.
- Wide range of experience with different sports.

Skills & Competencies:
- Experienced and respected clinician with national or international reputation for clinical excellence and the leadership of collaborative research.
- Significant depth of experience in team coverage.
- Strong yet flexible interpersonal skills to interact with large volunteer professional program.

Conditions:
- Located at the USOC headquarters in downtown Colorado Springs.
- Frequent travel (approx. 30% of the time) expected.
- Environments include office, medical clinic and athletic competition locations.
- Engagement in voluntary sports medicine committees, task forces, commissions, boards of directors, and similar bodies that may further the CMO’s ability to keep abreast of or influence important sports medicine matters are welcome and encouraged, so long as the engagements are consistent with USOC policies and do not present a conflict of interest.
Want to join the team behind Team USA?

Should your qualifications and passion align with this opportunity, please submit your application, including resume, cover letter and references, at go.TeamUSA.org/CMO.

Thank you for your interest, and go Team USA.

The USOC is committed to making decisions regarding recruiting, hiring, promoting, assignment, training, termination, and other terms and conditions of employment without unlawful discrimination on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from employment discrimination.