



The Country Club of Virginia – Director of Athletics

Entity Type: Member Owned Equity

Tax Status: Non-Profit – 501(c)(7)

Membership Total (Equity): 4392

Club Established: 1908

Locations: Westhampton and James River

Average Age of Membership: 55

Total Annual Gross Revenues: \$53M



Athletics Department – Annual Participation:

- **Fitness Center Visits:** 245,000
- **Youth Program (Special Programs/Babysitting):** 19,500
- **Pool Visits:** 65,000
- **Aquatics Program (Lessons and Swim Team):** 8,800
- **Spa Visits:** 7,800
- **Tennis (Indoor/Outdoor/Pop):** 31,300
- **Pickleball (Indoor/Outdoor):** 26,400
- **Squash:** 10,180
- **Platform Tennis:** 4,600
- **Racquets Lessons:** 32,300

Director of Athletics

REPORTS TO: General Manager/COO

SUPERVISES: Director of Racquet Sports, Director of Youth & Aquatics, Director of Fitness & Wellness, Athletics Administrative Assistant

COLLABORATES WITH:

Members of the Executive Management Team: Executive Assistant, Assistant General Manager, Chief Financial Officer, Director of Human Resources, Director of Operations, Director of Food & Beverage, Director of Golf, Director of Golf & Grounds Maintenance

GOVERNANCE INTERACTION: Act as Executive Management Team (EMT) liaison to Athletics Committee and Racquet Sports Committee. Act as liaison to the Fitness Advisory, Racquets Advisory, Outdoor Heritage Advisory, and the Youth & Aquatics Advisory Committees; follow advisory committee guidelines.

THE OPPORTUNITY

Located in Richmond, Virginia, The Country Club of Virginia (“CCV”) is a large and vibrant country club where tradition, camaraderie, and diverse recreational activities



come together. Spread over two campuses, CCV offers an array of amenities that go far beyond 54 holes of golf, providing exceptional athletic and family activities for members of all ages and interests.

At the Westhampton campus, CCV boasts a state-of-the-art racquets program, featuring 7 pickleball courts, 16 outdoor tennis courts, 6 indoor tennis courts, 4 indoor dual-purpose courts (tennis and pickleball), 3 paddle tennis courts, and 4 single squash courts, along with 1 doubles squash court. These facilities cater to players of all skill levels, ensuring year-round racquet sports for enthusiasts and casual players alike.

The club's youth and aquatics programs are also central to family life at CCV. The aquatics offerings at Westhampton include five pools, an adult pool deck, year-round lane swimming, and a competitive swim team, providing opportunities for fun and fitness for all ages.

Additionally, CCV's comprehensive fitness and wellness center, renovated and expanded in 2019, spans 85,000 square feet. It includes the latest fitness equipment, personal training, physical therapy services, and spa facilities, as well as a variety of group fitness classes. The center also supports junior programs and offers childcare, making it a hub for health and wellness for the entire family.

The Country Club of Virginia remains committed to providing its members with outstanding athletic experiences, whether through competitive tournaments or casual gatherings with friends. With its extensive offerings, CCV ensures that all members can enjoy a well-rounded and enriching club experience.

THE POSITION

The Director of Athletics will provide strategic leadership and executive oversight for the athletic and recreational activities within The Country Club of Virginia, including Racquet Sports, Fitness, Wellness, Aquatics, Spa, Youth, and Outdoor Heritage programs. Golf play, tournaments, and lessons are not in the scope of the Director of Athletics position.

This role is responsible for ensuring a high level of member satisfaction, operational excellence, and financial performance across each of these departments. The

Director of Athletics will cultivate a culture of continuous improvement by developing staff and empowering managers to be strategic contributors. The Director of Athletics will align activities of the Athletics department with the organization's mission and the Club's strategic objectives.

THE CANDIDATE

The ideal candidate will be a dynamic leader with a strong background in athletic management and a commitment to maintaining the Club's reputation for excellence. They will foster a culture of continuous improvement and member satisfaction across all athletic departments. This individual will prioritize collaboration, working closely with teams to enhance operations while respecting existing standards. They will focus on developing the executive skills of department managers, ensuring seamless integration across diverse areas. With a forward-looking mindset, the Director of Athletics will work alongside members and staff to shape future plans for facilities and programs. As a key member of the Executive Management Team, the candidate will embody the Club's mission, vision, and values, promoting ethical conduct and professional integrity. They will cultivate a high-performance environment that encourages innovation, accountability, and a commitment to enhancing the athletic, fitness, and wellness experiences of CCV members.

THE SALARY

This position pays a competitive salary and standard benefits package. The salary is negotiable based on the candidate's qualifications and experience.

THE HIRING PROCESS

If you would like to propose a candidate for consideration, please contact tCC Director of Recruitment, Alison Savona (AlisonS@theclubcouncil.com) or Partner, Kirk Reese (KirkR@theclubcouncil.com).

Interested candidates may apply by visiting our [website](#) or by submitting your information directly to tCC Recruiting Coordinator: Kathleen Donovan (KathleenD@theclubcouncil.com). Should you have any questions regarding submitting your information, please contact Kathleen.

The deadline to apply for this opportunity is November 4, 2024.