



Intercollegiate Tennis Association (ITA) Senior Leadership Position Announcement

Seeking a new member of its leadership team, who will report directly to and work closely with the ITA CEO – either as a Managing Director, Senior Director or Director, based upon background, experience, and expertise – the **Intercollegiate Tennis Association (ITA)** invites applications and nominations for a team-based, senior leadership position. This position will provide direction/oversight/management of some new ITA initiatives while developing knowledge of and becoming involved in all facets of the organization, working in concert with the ITA CEO, while providing opportunity for the ITA CEO to function at a higher level.

This new position will add value to the Association, its membership, and the sport of college tennis in any number of ways, including, but not limited to:

- Administration of the ITA (working closely with the ITA CEO)
- Coaching Education/Coach Empowerment
- Community Engagement

About the ITA

The ITA is the governing body of college tennis, overseeing men's and women's varsity tennis at all levels - NCAA Divisions I, II and III, NAIA and Junior/Community College - and over the past four decades has worked hard to achieve its charter goals:

- “To foster and encourage the playing of intercollegiate tennis in accordance with the highest tradition of sportsmanship and consistent with the general objectives of higher education.”
- “To develop among the intercollegiate coaches a deeper sense of responsibility in teaching, promoting, maintaining and conducting the game of tennis.”
- “To educate and serve those individuals and groups who are involved in collegiate tennis: junior and college players, their coaches and parents, and the at-large tennis public.”

Comprised of nearly 1,200 men's and women's head coaches representing over 1,700 teams across the country from all three NCAA Divisions, as well as the NAIA and Junior and Community Colleges, the ITA oversees activities involving nearly 20,000 varsity college student-athletes. In addition to ITA collegiate coach members, the ITA welcomes collegiate varsity players, junior players, corporate, and affiliated membership of alumni, associate, college parents, conferences & associations, international federations, junior family and professional.

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ITA VISION (of a bright future):

To ensure the long-term prosperity of college tennis as one of the most vibrant college sports; and, to insure a sustainable, thriving, business model for the ITA as an independent global leader in the tennis/sports world.

ITA MISSION (The “WHAT” we do):

Serving all of college tennis within the world of higher education, advancing our sport, and returning the leaders of tomorrow.

ITA TRANSFORMATIVE PURPOSE (The “WHY” we do what we do):

To empower coaches to empower student-athletes to *compete* ("strive together") to positively transform lives through tennis and develop the character of the next generation of leaders.

ITA VALUES

Grit; integrity/honesty; great sportsmanship; peak-performance, academic excellence; creativity; passion; professionalism (efficiency, accountability); Kaizen (continuous improvement of working practices, personal efficiency, etc.); transparency, equality.

The ITA Managing Director/Senior Director/Director will:

- Report to the ITA CEO.
- Work in partnership with and in support of the ITA CEO in all facets of ITA business with a focus on some day-to-day operations of the organization.
- Assist with the execution of the ITA’s strategic vision.
- Provide leadership regarding some new ITA initiatives, to be determined.

Responsibilities include:

- Infuse a team culture into the college tennis culture of the ITA and bring new perspectives into all operations of the ITA.
- Assist the ITA CEO regarding major projects and initiatives.
- Serve all of college tennis.
- Possibly oversee new *Tennis for America* initiative.
- Prepare for onboarding of new Arizona State University facility, possibly including the development of an “ITA Academy.”
- Possibly help develop and lead new technology initiatives.
- Work in concert with other areas of the ITA, including, but not limited to: Championships, Membership, Communications, Partnerships, and Events/Special Projects to design, monitor, and execute cross-functional departmental visions and project plans as appropriate.
- Create and lead initiatives that educate the ITA coach membership and ones that facilitate the growth, development, and success of ITA coaches.
- Community engagement activities related to ITA Championships and Events, including, but not limited to:
 - Tempe Tennis Day
 - Community Service Month
 - Kids/Family Days, etc. at Championships
 - High School coaches’ workshops at select ITA National Championships

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- Oversight of Coaching Development, Advocacy, and Wellness programs, including, but not limited to:
 - Webinars throughout the year
 - At Annual ITA Coaches Convention
 - Regional Coaching Education Programs
 - Retired Coaches as Mentors
 - Outreach advocacy with at-risk coaches and institutional leadership (e.g., Athletic Directors, etc.)
- As needed, assist with the further development of the ITA Coach Alumni Network, in support of the of the work of the ITA Business Development Manager.
- Provide leadership in growing the sport of college tennis through providing parent and junior player education regarding college tennis and the recruiting process.
 - Including high school coaches, players, parents, etc.—working with USTA Sections.
- Add value to all parts of the organization with special emphasis on the areas listed above.
- All other duties assigned by the ITA CEO.

Qualifications

- Bachelor's degree required (Master's degree preferred).
- A minimum of five years of experience required to be considered for Director level.
- Ten years or more experience to be considered for Senior Director or Managing Director.
- Collegiate administrative or related sport administrative experience desired.
- Previous head coaching experience or experience as an assistant tennis coach helpful, but not mandatory.
- Staff managerial experience desired.
- Budget management experience desired.

Personal Values

- Honesty and integrity.
- Strong work ethic and an entrepreneurial spirit.
- Strong commitment to serving coaches and to the development of the whole person (student-athlete) – academic, athletic, personal and career.
- Commitment to coach and student-athlete well-being, health, and safety.
- Respect for and commitment to a diverse and inclusive team environment.
- Value intercollegiate athletics as an integral part of higher education.
- Commitment to leadership development for both student-athletes, coaches, and staff.

Compensation

This full-time, 12-month administrative appointment includes competitive benefits (i.e., medical, retirement, paid vacation) and salary commensurate with qualifications and experience.

Location

1130 E University Dr., Suite 115
Tempe, AZ 85281

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Contact

For more information, contact Tom Jacobs, Sports Recruiting Co-Founder and Advisor of [Snodgrass Partners, Inc.](http://SnodgrassPartners.com) or e-mail your confidential resume to careers@snodgrasspartners.com.

To ensure full consideration for the position, please submit a cover letter, resume and a list of three references with phone numbers by Monday, June 3. Review of applications will begin immediately and will continue until the position is filled. Referring to the first two paragraphs of the Position Announcement, please address how you will add value to the Association—in your cover letter or as a supplemental Word document.

Intercollegiate Tennis Association does not discriminate on the basis of race, color, national or ethnic origin, disability, religion, age, military or veteran status, sex, sexual orientation, gender identity or expression, marital or familial status, pregnancy, genetic information, or any other characteristic protected by law in its educational programs and activities, admissions, or employment, as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VI and Title VII of the Civil Rights Act of 1964, and other applicable laws and College policies.