

## **United States Fencing Association®**

### **POSITION TITLE: Director of Sport Strategy**

#### SUMMARY

As the leader of US Fencing's athlete development programs, the Director of Sport Strategy will strategically implement the high-performance plan as it relates to the development of athletes while effectively fostering growth and excellence in the grass roots and development program. The Director will work with the Chief Executive and National Coaching Staff to develop and implement the annual and quadrennial plans in a fiscally responsible manner while leading the effort to develop and utilize transparent criteria for team selection, funding and other athlete support programs. Though strong organization and communication skills are must, visionary, influential leadership combined with creative and innovative thinking will be necessary to enhance and drive the athlete development program to achieve its goals.

In collaboration with professional staff, coaches, athletes and the Fencing Community establish the vision for the United States as it relates to:

- Our national strategy on elite performance in each weapon (winning medals in Olympic, World Championship, World Junior and other significant international competitions),
- Our integration of coaches, clubs and athletes into this vision through out the athlete pipeline by establishing a true athlete development strategy for our sport and;
- Our strategy for coaching development that maximizes our ability to train athletes to their fullest potential by providing coaches with a strong coaching education curriculum and delivery system.

#### ESSENTIAL FUNCTIONS

Functions include, but are not limited to the following:

##### **1. Provide leadership for the athlete development & high performance programs**

- Actively support the development of high performance sports plans, grassroots development, educational advancement, clean competition, and excellence on the field of play.
- Establish athlete development and training philosophies for US Fencing.
- Collaborate with the National Coaching staff, Performance Services at the USOC to develop, implement, and sustain athlete development and training philosophies and strategies leading to sustained competitive excellence across the organization.
- Collaborate with the National Staff and the USOC in the development of an effective method of talent identification, evaluation, and selection criteria.
- Guide both the growth and the performance development throughout the athlete pipeline
- Establish effective, practical plans to use performance resources including sport science and medicine to assist Fencing athletes in maximizing their performance capabilities internationally.
- Oversee the development & implementation of a comprehensive coaching education program
- Help guide then strategy development, integration, and implementation processes for the Olympic Games  
Regularly engage members of stakeholder community to help guide program growth and objective analysis of performance

##### **2. Exercise Responsible Financial Stewardship for Athlete Development Programs**

- Develop, Monitor, and Manage departmental budgets for National Team, International, and Athlete Development programs.
- Oversee administration of USOC grants and awards.
- Find creative ways to collaboratively increase ancillary revenue streams to help support Athlete Development Program's mission.

3. **Maintain organizational compliance with USOC and FIE requirements within the highest ethical standards.**
  - Operate within all FIE, USOC, and US Fencing rules, guidelines, and bylaws with the utmost of integrity.
  - Provide adequate and appropriate organizational transparency as it pertains to the International Selection procedures
  - Ensure the highest standards of fair play across the organization
  - Oversee all anti-doping programs ensuring athletes' strictest compliance.
4. **Leadership of Athlete Development & High Performance Staff Teams**
  - Model frequent, forthright, candid, and constructive communications with all stakeholder groups
  - Educate, Equip and Empower National Team coaches to effectively fulfill their roles
  - Establish a highly functioning and efficient staff team that is capable of adapting quickly to constantly changing environments
5. **Involvement in the Executive Leadership Team**
  - Serve as a member of the executive leadership team of US Fencing.
  - Maintain positive, regular and constructive communication/involvement between Athlete Development Program operations and other departments.
  - Actively participate in the strategic planning process.
  - Lead the selection process for Head of Delegation(s), Team Leaders, Credentialed participants, etc. when necessary for all International events in an objective and transparent manner.
  - Serve as the liaison with the Olympic Training Centers & other NGB Athlete Development Departments.
  - Work closely with event staff to influence the long-term calendar development to best facilitate athlete development and international success.

#### GENERAL INFO

- \* Relocation to Colorado Springs required.
- \* Extensive national and international travel will be required
- \* Non-traditional work hours including weekends and holidays
- \* Salary and benefits commensurate with experience

#### MINIMUM QUALIFICATIONS:

- \* Bachelor's degree in sport management, sport science, business administration, or related field
- Demonstrated visionary leadership and fiscal management experience
- Minimum ten (10) years experience in athletic administration or sport performance
- Minimum seven (7) years experience with international level competition
- Minimum five (5) years of involvement with the USOC, or Olympic Sport, or Collegiate athletics
- Exemplary organizational skills and attention to detail
- Proven ability to manage multiple projects and priorities
- Excellent written and verbal communication skills
- History of relational transparency, ethical decision making, and high integrity
- Multi-lingual capability a positive

Please submit: cover letter, resume, and three professional references to:

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