



Job Announcement – Controller, Finance

About USA Volleyball

Would you like to work in the Olympic & Paralympic movement with one of the most successful organizations serving one of the fastest growing and exciting sports in the world? USA Volleyball (USA V) is the national governing body for beach, indoor, sitting, snow, and para-beach volleyball in the United States with over 400,000 members, responsible for selecting the Olympic & Paralympic volleyball teams. USA Volleyball also supports a network of regional associations, youth and junior programs, national championships, coaching and officials training, grassroots development, and the SafeSport initiative. Visit www.usavolleyball.org for more.

USA V is an equal opportunity employer committed to increasing the diversity of its community. We do not discriminate on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation in our programs and activities or our employment practices. To learn more about USA V's diversity, equity, and inclusion efforts, please visit our DEI page at: <https://usavolleyball.org/dei/>.

Job Description

The Controller is regular full time position reporting to the CFO. The position is responsible for the accounting and record keeping of USA Volleyball and its subsidiaries. The position plans and directs all accounting operational functions, manages the accumulation and consolidation of financial data for internal and external financial statements, analyzes accounting and internal control systems, and guides departmental staff. Cross-departmental collaboration is expected of all USA V employees. The position requires extended hours, including evenings, weekends, and holidays. Minimal travel is required.

The position may work in a hybrid capacity from the Colorado Springs, CO or Irvine, CA location. This position is ineligible for a remote work arrangement.

Summary of Duties and Responsibilities include but are not necessarily limited to:

- Supervise assigned staff which may include a combination of the following: two finance department staff, one payroll manager, and two hourly operations staff
- Maintain thorough advanced proficiency of all financial related software
- Perform financial software updates, modifications and recommended changes as needed.
- Manage organization accounting procedures for all functions including, but not limited to, accounts payable, payroll, accounts receivable, and fixed assets
- Analyze and ensure accuracy of all financial reports
- Prepare organization, departments (125) and subsidiary (2) monthly financial reports in a timely manner
- Manage the production and evaluation of annual budget and forecasts
- Compile data requests and assist Senior Management in any matters upon request
- Optimize relationships with financial institutions and initiate appropriate strategies to enhance cash position
- Responsible for cash flow projection process and reporting
- Manage bank accounts, oversee banking processes including deposits and withdrawals, and perform reconciliations
- Prepare the annual independent audit; provide fullest cooperation during the audit and in any follow-up actions required; liaison with the auditors to ensure that USA V financial activities are conducted in accordance with generally accepted accounting principles and within applicable federal, state and local regulations and tax laws
- Provide 990 information to external accountants



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- Work with staff members in identifying professional development opportunities and complete performance reviews
- Conduct at least one informal performance review discussion during the course of the year and an end of year formal performance review
- Travel to Audit Finance and Budget Annual meetings to support presentation of corporate budget
- Other duties and projects as assigned

Qualifications:

- Master's degree in accounting, finance, business, or equivalent work experience
- CPA is preferred
- Minimum of seven years of progressive experience in finance, accounting, or other related field
- Excellent verbal, analytical, organizational, and written skills
- Significant experience working with external auditors, internal controls, and compliance-related issues
- Ability to lead department staff to ensure organizational goals are met
- Working experience with Oracle NetSuite and/or Limelight a plus
- Must successfully pass a USAV background screen (prior to hire date)
- Must complete SafeSport training within two weeks of hire date and keep current as a condition of continued employment
- Demonstrated leadership experience at the USOC/NGB/Region is a plus
- Business leadership experience in the sport of volleyball is a plus

Salary:

- Colorado Springs Location: \$85,000 - \$95,000
- Irvine Office Location: \$95,000 - \$105,000

Benefits:

USAV also offers a comprehensive benefits package to all full-time employees to include:

- Paid Time Off (employees in the first 5-year mark will accrue 8 hours each pay period up to a maximum of **17 days**).
- Up to 15.5 paid holidays per year
- 403B retirement plan (currently matching up to 8%)
- Health Benefits (medical, dental, vision) No monthly premiums are deducted for employee only health benefit. An opt-out rebate is provided for employees waiving USAV medical coverage should they already have coverage with a qualified group health plan
- Parental leave
- Robust EAP and wellness program
- Employer paid life insurance
- DEI, Social and Wellness Committees
- Benefits may be modified or discontinued from time to time at the company's discretion as permitted by law

Applications accepted online only. Phone calls not accepted. Applications will be reviewed starting Monday, November 3, 2025, however the position remains open until filled. Please ensure your mandatory cover letter addresses your interest in USAV and the position.

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