



Position Announcement

Position title: Executive Director (ED)
Reports to: USABA Board of Directors
Supervises: All USABA employees and consultants.

Organizational Overview

The United States Association of Blind Athletes (USABA), established in 1976, is a Colorado-chartered 501(c)(3) non-profit tax-exempt membership organization. The membership is comprised of elite and developmental athletes, coaches, officials, and volunteers. The association has an operating budget of approximately \$1.8 million.

The mission of USABA is to empower Americans who are blind or visually impaired to experience life-changing opportunities in sports, recreation and physical activities, thereby educating and inspiring the nation.

The organization's headquarters are in Colorado Springs, Colorado.

USABA has been designated by the United States Olympic and Paralympic Committee (USOPC) as the National Governing Body (NGB) for the Paralympic sports of men's and women's Goalball, as well as Blind Soccer.

In addition to preparing elite goalball and soccer athletes to represent Team USA in international competition, USABA provides programs and events that promote physical activity and competition in a wide variety of sports for developing athletes of all ages and abilities.

USABA is governed by a thirteen-member board of directors. Thirty-three percent of the board members must be athletes with the remaining trustees being independent and community directors.

Additional information including USABA programs, events, bylaws, and board meeting minutes are available on the organization's website <https://www.usaba.org>

Position Summary

The USABA Executive Director (ED) is accountable to the board of directors and reports to the board chairman. As the organization's leader, the ED 1) works with the Board to develop USABA's strategic goals and budget, 2) assists the Board to fulfill its governance role, and 3) leads the staff to implement and achieve the Association's mission-centered Annual Action Plan.

The ED must 1) possess highly developed executive competencies; and 2) demonstrate a proven record of achieving previous successful stretch goal outcomes, and/or the potential to provide such transformative leadership.

Specifically, the ED will be expected to:

1. Work from USABA's Colorado headquarters with athletes, members, staff, and the board to shape a forward-looking strategy that strengthens and expands USABA's impact nationwide.
2. Help implement the shared vision by guiding the organization toward meaningful expansion—including growing the staff and volunteer base as well as increasing revenue, membership, and programs.

3. Develop and strengthen funding pipelines from individual donors, foundations, corporations, and government partners, including building and formalizing corporate sponsorship opportunities.
4. Help USABA's three national teams achieve consistent high-performance excellence and fulfill podium expectations.
5. Build collaborative partnerships and alliances with Paralympic sports clubs, schools for the blind, rehabilitation agencies, universities, and allied sports organizations.
6. Maintain the highest ethical values and standards for themselves, staff, and volunteers.
7. Earn and maintain the trust and respect of all constituencies, including the membership, elite athlete community, partners, donors, volunteers, and the board.
8. Manage and lead all organizational functions with proven skills in human relations, employee supervision, conflict resolution, progressive discipline, staff recognition, budgeting, fiscal controls, marketing, and public relations.
9. Ensure a collaborative relationship with the USOPC, the International Blind Sports Federation, and other NGBs.
10. Possess interpersonal skills and demonstrate, in all interactions, the principles and practices of effective and persuasive communication.
11. Represent USABA to blindness-consumer groups, professional organizations, and agencies including the American Council of the Blind, the National Federation of the Blind, the National Blind Veterans Association, the Council of Schools and Services for the Blind, VisionServe, the American Printing House for the Blind, the National State Vocational Rehabilitation Directors, and the Association for the Education and Rehabilitation of the Blind and Visually Impaired.
12. Demonstrate accountability, accept performance feedback, and be committed to ongoing professional development.
13. Possess the ability to submit and maintain a three-year rolling financial plan consistent with the association's strategic plan.

Qualifications

1. Education

The ED must possess:

- a. A dedicated major in business administration, public administration, non-profit management, sports management, special education or rehabilitation administration; or, at minimum substantial successful experience and /or coursework in budgeting, financial management, fundraising, legal, strategic and tactical planning, human resources, and other relevant non-profit management courses.
- b. A graduate degree, preferred.

2. Knowledge and Skills

The ED must possess:

- a. Executive leadership level knowledge, sports management, business/financial acumen, and demonstratable proven capabilities and/or ability to lead transformative entrepreneurial revenue

generation, sponsorships, budgeting, accounting, marketing, membership development, event organization and management.

- b. The ability to interact with, communicate with, and advocate for people with vision impairment or blindness.
- c. Commitment to an executive workload, time schedule, travel commitment, and willingness to work extra hours including weekends, when necessary.
- d. Well-developed public speaking and presentation skills and strong written and electronic communications skills.

3. Experience

The ED must:

- a. Possess either successful A) non-profit association, school, or agency experience and/or B) business enterprises in which transformative leadership outcomes were demonstrated.
- b. Working with either (1) individuals who are blind or visually impaired in education or rehabilitation, or (2) high-performance sport is preferred, but not required.

Compensation and Benefits

Hiring Pay Range:

Compensation commensurate with experience.

\$110,000 – \$130,000 annually.

Benefits:

- Paid vacation, personal, and sick leave
- 403(b) retirement plan
- Medical, dental, and vision insurance

Applications

Please email a letter of interest and resume to

Mark G. Ackermann

Chairman

USABA Search Committee

usaba.board@usaba.org

Deadline for submission: July 3, 2026

USABA does not discriminate on the basis of race, religion, national origin, gender, age, disability, sexual orientation, or veteran status. All qualified applicants will be given equal