



Job Announcement – Director, Officials Development

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 (USAV) is the national governing body for beach, indoor, sitting, snow, and para-beach volleyball in the United States with over 500,000 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.

USAV 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 USAV's diversity, equity and inclusion efforts, please visit our DEI page at: <https://usavolleyball.org/dei/>.

Job Description

The Director, Officials Development is responsible for administrating all department functions and operations for Officials Development across all disciplines (Indoor, Outdoor, and Para). The Director serves as the primary administrative leader of the department, ensuring that policies, procedures, systems, and programs are developed, implemented, and maintained in alignment with organizational goals. This role provides direct oversight of departmental staff, budget management, strategic planning, and the coordination of programs and services that support the development and advancement of officials at all levels. The Director partners across internal departments and external stakeholders to ensure the effective and efficient delivery of Officials Development initiatives. Essential is to foster and exhibit a sense of inclusion, safety, and collaborative behavior across the organization, developing a culture that manifests integrity, humility and consummate professionalism

Essential is the commitment to demonstrate a sense of inclusion, safety, and collaborative behavior across the organization, supporting a culture of integrity, humility and consummate professionalism. Domestic and some occasional international travel is required when necessary to support select national events, development programs, and international officiating initiatives. This position is based in Colorado Springs, CO; however, remote work may be considered for highly qualified candidates.

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

- Administrate overall department functions, including staff supervision, budget oversight, policy and procedure development, and strategic planning for all Officials Development programs and initiatives.
- Lead the development and execution of a comprehensive national officials' pipeline strategy across all disciplines, with intentional focus on recruitment, progression pathways, and retention, ensuring diverse, equitable, and inclusive representation at all levels, including international appointments.
- Develop and implement short- and long-term strategic goals for the Officials Development department in alignment with USAV organizational priorities.
- Manage the department budget, including forecasting, allocation, and monitoring of expenditures to ensure fiscal accountability.
- Supervise and provide leadership, mentorship, and performance management for Officials Development departmental staff.



USAVolleyball

Job Announcement – Director, Officials Development

- Ensure Independent Contractor service standards and contractual terms are established, executed, and adhered to across all areas of the department.
- Oversee the National Officials Development Program (NODP), including communications, camps, recruitment, selection, assignments, registration, housing, and logistics.
- Oversee the Head Officials Certification Program, including the application process, Head Official Mentors, certification, and selection of head officials. Develop recertification process for the future of the program.
- Oversee Officials Development event management for domestic and international events, including recruitment, selection, contracts, assignments, registration, housing, and logistics; work collaboratively with the Events department to secure head officials, assignors, and workroom staff.
- Partner with Regional Volleyball Associations to support regional certification programs. Promote consistency in training standards across all disciplines.
- Lead and manage the strategic relationship with the Officials' Assembly (OA) and Administrative Council (AC), ensuring alignment on national priorities, policy development, and officials' pipeline strategy; assist with Officials Assembly elections as needed.
- Serve as a liaison to PAVO and NCAA Officials Committees across all disciplines, and provide support to the Rules Commission and designated USAV Officials Commissions.
- Lead the development and execution of a comprehensive national officials' pipeline strategy across all disciplines, with intentional focus on recruitment, progression pathways, and retention, ensuring diverse, equitable, and inclusive representation at all levels, including international appointments.
- Lead a continuous improvement strategy for Officials Development by proactively engaging stakeholders and leveraging data, feedback, and performance metrics to evaluate program effectiveness and drive ongoing enhancements.
- Serve as a national leader within the officiating community, building strong relationships with volunteer officials, RVA leadership, and commission structures to foster engagement, alignment, and a cohesive national officiating network.
- Serve as Chief Editor of the USAV Rules Books, Casebooks, and Rules Interpretations; ensure all educational, training, testing, and rating materials across all disciplines in the USAV Academy are updated, edited, and ready for implementation in advance of each new season, in conjunction with the Instructional Systems Designer.
- Oversee the distribution of all USAV Officials training materials and manage all official assignments at both the national and international level, including updating VIS for International Match Counts and M4 Forms.
- Other duties and projects as assigned.

Qualifications:

- Minimum 7 years of relevant experience in administrating sport programs
- National level officiating experience
- Proven supervisory experience and ability to lead a hybrid team
- Possess solid leadership skills with an ability to work effectively and accomplish tasks, projects, and goals through influencing others within a complex organizational structure
- International and/or multiple disciplinary officiating experience is a plus



USAVolleyball

Job Announcement – Director, Officials Development

- Strong understanding of complex sport structures both internationally and domestically.
- Familiarity with database systems for registration, and E-Learning Management Systems (LMS).
- Excellent oral and written communication skills.
- Advanced Microsoft Office skills.
- BS/BA in sports management, related field or equivalent work experience.
- Must be able to successfully pass a USAV background screening (prior to hire date).
- Must successfully complete SafeSport training within two weeks of hire date. Training must be maintained throughout employment.

Salary: \$90,000 - \$110,000 (commensurate with experience)

Benefits:

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

- **Paid Time Off-** Accrue 8 hours each pay period (up to a maximum of **17 days**).
- **Holidays-** Up to 15.5 paid holidays per year
- **403B retirement plan-** Employer match 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.
- **Medical wellness program** - Earn up to \$1000/year for completing health activities
- **Paid Parental leave**
- **Director Life Insurance**
- **Employee Assistance Program (EAP)**
- **Employer-paid life and AD&D Insurance**
- **DEI, Social and Wellness Committees**
- **Discounts on sponsored vendor apparel (Mizuno)**

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 must be received by no later than **Friday, May 29, 2028**. Please ensure your cover letter addresses your interest in USAV and the position.

<https://recruiting.paylocity.com/recruiting/jobs/List/3611/USA-Volleyball>