



## *Job Announcement – Strategic Planning officer*

### **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](http://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 incumbent Strategic Planning Officer will focus upon establishing a common understanding awareness throughout the organization of the core strategic initiatives for USAV. The objective is to represent the synergistic value of strategic planning, driving USAV's vision, long-term objectives, and mission. This will require a deep knowledge of USAV's current state both internally and externally, thereby establishing a baseline to evaluate the organization's health today, identifying the critical KPIs for future quality growth and resource allocation. A primary requirement is the ability to be broadly informed while influencing diverse stakeholders (senior executives, board members, and employees) to share insights, concerns, and aspirations to better understand the groundwork for more informed planning and decision making. Principle advocate of informed change management.

Expected is the ability to simplify, formulate, and communicate a clear set of initiatives that will drive the strategic planning process. The constant pursuit of a modern framework for USAV will align the organization to mobilize and accomplish the objectives and goals. Through the process USAV will be building critical internal capabilities, exhibiting diversity of thought and collaborative behavior to consistently deliver against the vision (better serving athletes and their families).

This role will be pivotal in transforming and informing the USAV organization, working alongside regions and clubs; built upon analytics, process, timelines, and rigor of focus with a predictable measurable schedule. A key element will also be a comprehensive understanding of market dynamics across sport, health and wellness, modern culture, and services. Additionally, leverage the importance of Olympics, World Championships, Qualifiers, and premium events.

In summary, the role will be critical for USAV, to balance the current operational model while formulating an informed point of view challenging key stakeholders to exhibit diversity of thought to meet ever-changing consumer demands.

Essential is to champion a sense of inclusion, safety, and collaborative behavior across the organization, developing a culture that manifests integrity, humility, and consummate professionalism. This position is located in Southern California, but flexibility may be accommodated aligned to job requirements.



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

- Primary responsibility to constantly prospect and be informed about future market dynamics.
- Conduct strategic analysis and competitive assessments (determining white space).
- Develop thesis of thought aligned to organizational capability and resource allocation thereby informing decision making.
- Lead the development process and implementation of strategic plans that inform USAV's vision, mission, determine KPIs, define operational plans, timelines, and align with key stakeholders.
- Provide framework and schedule with measurables throughout the process.

### **Business Development & Market Expansion**

- Identify, assess, and pursue new business opportunities that support USAV's growth strategies.
- Focus upon sports, health and wellness, culture, and services market sectors.
- Develop and implement synergistic business models based upon feasibility studies for existing and new programs, premium events, and vertical revenue streams.
- Establish, cultivate, and prioritize strategic alliances with regions, clubs, cities, and local communities, to expand the authenticity of USAV's penetration and reach.

### **LA28 and WWC27 Strategic Planning**

- Ignite strategic process, roadmap, and integrated development plans to best leverage LA28.
- Identify and cultivate partnerships and sponsorships tied to both WWC27 and LA 28 initiatives.
- Research current marketing trends and fully understand the competitive landscape.
- Integrate cross-functional teams to prepare organizational readiness for WWC27 and LA 28.

### **Risk Management & Reporting**

- Lead operational risk management strategies and balance investment/return.
- Regular communication to key stakeholders regarding progress and potential challenges.
- Develop key performance indicators (KPIs) to measure organizational effectiveness.
- Establish dashboards, insights and reporting tools that inform strategic decision-making.

### **Qualifications:**

- Demonstrated track record of implementing strategic initiatives across complex organizations  
Proven experience with project management methodologies and strategic planning frameworks.
- 5-7 years of progressive experience in business operations with related application.
- Intellectual curiosity and desire to continuously learn about global dynamics, consumer trends, research techniques and competitive analysis approaches and organizational effectiveness.
- Proficiency in data analytics, performance metrics, dashboard development, revenue models.
- Ability to communicate with confidence and clarity, fostering collaboration, diversity of thought, and synergistic behavior to fully mobilize stakeholders. Expected ability to listen and learn.
- Flexibility and adaptability to be a team player in fast-paced organizational environment.
- MBA or advanced degree in Business Administration, Strategic Management or Economics.
- 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.

**Salary:** ranges are contingent on relevant experience and geographical location, examples include: (Colorado \$190,000 - \$235,000) (California \$255,000 - \$315,000) (Remote: TBD)



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**Benefits:**

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

- Paid Time Off (employees will accrue 12 hours each pay period up to a maximum of 19.33 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
- Paid Parental leave
- Director Life Insurance
- 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 will be accepted on-line only and until the position is filled. Please ensure your cover letter addresses your interest in USAV and the position.

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