



## *Job Announcement – Chief Operating Officer (COO)*

### **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 COO will have a strong operational business background, excellent financial and functional broad-based leadership skills. The position is responsible for directly overseeing an innovative high-performance enterprise, built upon functional excellence while delivering a collaborative team-oriented culture. Focus upon accountability and clarity of deliverables throughout the operational process. Ideally the individual will have a team sport background and fully understand the complexity of aligning different perspectives towards a singular purpose in pursuit of predictable results. Expectation of solution orientation is essential to inspire and mobilize the workforce (efficiencies and effectiveness are the norm standards).

A critical element will be developing and connecting relationships across the USAV leadership team, regions and clubs to best serve local communities, families and athletes. The intent is to create a robust platform for the national team, national development paths and qualifier events that deliver premium experiences for all participants. At the heart of the activity will be the COO's ability to execute upon the USAV vision, motivating, and building functional capabilities to collectively deliver the required strategic initiatives, aligned to budgeted objectives.

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

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

- Support and partner with the CEO providing the operational capabilities to support and deliver against the USAV vision, mission and strategic priorities.
- Critical will be the COO's ability to fully represent the CEO with clarity, humility and purpose
- Ability to collaborate with the leadership team to fully leverage operational excellence.
- Transform operational organizational strategies into concise action plans, aligned to a visible process to deliver operational goals and objectives. Manage scalable operational models as necessary to support USAV's areas of growth and mitigate risk.
- Consistently assess key performance indicators (KPIs) to drive operational effectiveness and make sure informed decision making exists throughout the process.
- Implement and encourage continuous improvement behaviors to enhance operational performance and productivity, built upon a deliberate and organizational cadence. Job Announcement – Chief Operating Officer (COO)
- Establish a solution-oriented culture that simplifies complex challenges and delivers innovative results. Communicate on a consistent basis, highlighting challenges and celebrating successes.
- Cultivate and maintain relationships with key stakeholders, regions, cities, and communities.



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- Constantly reinforce that strategies exist to enhance premium member experiences. USAV will ultimately be recognized through consistently exceptional customer service.
- Ensure compliance aligned with relevant regulations and governing bodies.
- Implement budget transparency and financial planning across the entire organization.
- Other duties as assigned by the CEO.

### **Qualifications:**

- Executive leadership experience within sports, entertainment, or comparable industries.
- Exceptional ability to develop and scale quality business, built upon KPI execution.
- Proven track record to successfully operate across a complex organizational structure with multiple functional teams (ability to successfully navigate at both the team and individual level).
- Critical importance of team management - high performance standards (recruit/retain talent).
- Demonstrated success in process optimization, operational efficiency, and financial acumen.
- Proven ability to be a highly productive member of a dynamic executive leadership team.
- Deep understanding and curiosity towards the evolving sports and business landscape.
- Ability to inspire and communicate with purpose, demonstrating interpersonal qualities.
- Collaborative behavior will be replicated throughout the organization through example.
- Comprehensive knowledge of digital technologies, AI, and curated business tools.
- MBA or other relevant advanced degree is preferred aligned to informed business experience.
- 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:  
(Colorado \$235,000 - \$275,000) (California \$325,000 - \$375,000) (Remote: TBD)

### **Benefits:**

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

- Paid Time Off (accrues 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 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.

[Apply Here](#)