



Member, United States
Olympic & Paralympic Committee

USA Team Handball is now accepting applications for the role of Chief Executive Officer. Please see below for the job details and instructions to apply. For full consideration, please apply no later than Thursday, May 4th, 2023.

Position Title: Chief Executive Officer

Reports to: The Board of Directors

FLSA Status: Exempt

Pay Range: \$70,000-\$80,000

Additional Comp: Exceptional Performance Bonuses

Benefits: Health, dental, and paid time off, including holidays.

Candidates must be willing to regularly work out of our Colorado Springs office.

POSITION SUMMARY:

The Chief Executive Officer (CEO) of USA Team Handball (USATH) is responsible for managing the operation of the sport's national governing body. This role drives the execution of the strategic business plan and leads the organization with the guidance of the USATH Board of Directors. Business strategy, marketing, and revenue generation will be required of this position. This executive leader has on-going interaction and communication with key stakeholders, and oversees and manages the organization's financial plan. The CEO's role provides both strategic and tactical leadership, management, and mentorship for staff across all programs, including volunteers. The CEO reports to the Board of Directors and works closely with the directors, staff, and volunteers to ensure the implementation of the strategic plan and advancement of the fundraising competencies for the organization. The position engenders a strategic relationship with the Board of Directors, United States Olympic and Paralympic

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Committee (USOPC), International Handball Federation (IHF), and the North America & Caribbean Handball Confederation (NACHC). The CEO's focus is to develop and direct a high level performance team as well as create revenue generating opportunities through philanthropic donors, sponsorships for the organization and other creative fundraising means. This will include leveraging their own personal network and business relationships the CEO will solicit financial contributions that advance the mission of USATH worldwide.

ESSENTIAL FUNCTIONS:

Supervises and instructs employees on tasks, and performs all functions listed:

- Develop and execute business strategies that create sustained advancement for the USATH organization and its international competitiveness.
- Cultivate business relationships that will foster investment in USATH within the business, sponsorship, philanthropic, and donor community; employ a personal network to build and expand avenues for contributions.
- Actively participate in implementing a fundraising strategy and tactics to achieve the long-term sustainability of the organization.
- Produce a strategically aligned high performance plan with an operating budget annually designed to ensure funding and meet business planning cycle requirements of USOPC.
- Collaborate with the Board of Directors and selected staff to develop a long term strategy that ensures continuous improvement for national teams and aims to win medals at the Olympic Games, Pan American Games, and World Championships.
- Drive marketing strategy alignment with the organization's strategic plan; develop action plans to advance the current digital presence on social

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media and push followers to website; expand marketing reach to achieve year over year increase with targeted segments.

- Ensure effective communication throughout all functions of the organization utilizing meetings, teleconferences, presentations, written reports, and email in a timely manner, (i.e. operational staff, high performance program, stakeholders, Board of Directors, USOPC, and IHF)
- Establish organizational policies and procedures to ensure USATH is aligned and in compliance with any and all other programs that govern amateur sports in the United States of America (i.e. SafeSport, USOPC); hold self, staff, and volunteers accountable to ensure the integrity of the organization is held in the highest regard at all times.
- Ensure high quality, emotionally and physically safe training environment for all national team Athletes and members.
- Control the operational costs of the organization in-line with annual budget and fundraising estimates; maintain up-to-date financial reports on a monthly/quarterly basis.
- Manage financial and operational liabilities and risks, plan for contingencies to mitigate when necessary and communicate without delay to the staff and Board of Directors.
- Meet key performance indicators (KPI's) as defined by the strategic plan and monitor all aspects of the organization's performance and conduct quarterly reviews with staff and Board of Directors.
- Lead the day to day operation of the organization, direct staff to execute the strategic action plans and assign initiatives to the appropriate functions, ensure accountability; evaluate all staff (paid and volunteer), acknowledge effective performance and mentor others for advancement, and address



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underperformance without delay and coach for improvement.

- Foster the active engagement of former national team members and Olympians to assist in the development of the organization.
- Attend IHF and NACHC meetings and key competitions as necessary (i.e. World Championships, European Championships and etc.) to establish mutually beneficial relationships within the international handball community.

REQUIRED SKILLS

Basic Skills

- Supervisory skills that include the ability to train, monitor, and instruct all employees to meet with established standards of the Company.
- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Talking to others to convey information effectively.
- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Monitoring/assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Understanding written sentences and paragraphs in work related documents.

Social Skills

- Social perceptiveness, which is being aware of others' reactions and understanding why they react as they do.
- Coordination with adjusting actions in relation to others' actions.
- Service orientation mentality, which is actively looking for ways to help people.
- Negotiation tactics including bringing others together and trying to reconcile

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differences.

- Instructing and teaching others how to perform a task.

PHYSICAL DEMANDS

The employee is required to frequently stand, walk, sit, use hands and fingers, reach and lift with arms, climb, stoop, kneel, crouch, or crawl. The employee is required to frequently lift up to 30 pounds without assistance. Specific vision abilities required by this job include close vision; distance vision; peripheral vision; depth perception; and the ability to adjust focus.

WORK ENVIRONMENT

The employee is working in a standard office environment but may be outside occasionally in wet or humid weather conditions, with extreme cold or extreme heat, or in wet climates indoors.

EXPERIENCE & QUALIFICATIONS:

Experience	5+Years in Team Handball Playing/Coaching
Education	Bachelor's Degree
License, Certificate or Registration	None

APPLICATION:

Please submit the application via email to ceoapplication@usateamhandball.org. For full consideration, please apply no later than Thursday, May 4th, 2023.

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NOTE: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.

USA Team Handball, a National Governing Body of the USOPC, is an equal opportunity employer.

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