



High Performance Director

SUMMARY

The High Performance Director is responsible for directing all aspects of USA Archery's (USAA) National Team Program, with the ultimate goal of achieving consistent Olympic and Paralympic medal winning success. The role provides leadership, continuity, oversight and related performance services to the United States Archery Team (USAT). The position oversees national and international teams and its coaches and collaborates with the USAA Education Manager, and other stakeholders.

Leadership and Delivery

1. Will work collaboratively with USAA senior staff to creatively develop and achieve USAA's high performance strategic plans and other key objectives in alignment with NGB compliance requirements.
2. Provides vision and leadership for USAA's National Team Program (including international team manager, coaches, and elite athletes) with a keen focus on consistent performance success at the Olympic Games, Paralympic Games, World Championships, World Cups and other key competitive events. This culture will be characterized by the highest standards of personal responsibility, performance growth mindset, team cohesion and spirit and national provide in accordance with USAA's High performance Ethos.
3. In collaboration with USAA staff, will lead and manage national team coaches and other direct reports to include development, mentoring, organizational alignment and performance appraisal in accordance with the organization's policies and applicable law.
4. Works collaboratively with USA Archery's National Coaching Staff, Athlete and Para Advisory Councils and the United States Olympic and Paralympic Committee (USOPC) on the development and implementation of High Performance Plans and corresponding annual funding requests to the USOPC and other key stakeholders, athlete stipends and other support programs to ensure USAA develops and delivers a compliant and integrated world-leading sport performance service delivery model.

Performance Development and Integration

1. Within available resources, will fully integrate sport performance service providers to ensure National Teams and High Performance Program athletes receive the support necessary to optimize performance and to promote athlete well-being.
2. Will maintain and share current knowledge about coaching, data analytics, technology, science, strength and conditioning, dietary support and medicine with the USAA sport performance team and will collaborate with specialists in allied performance industries to access additional insights.
3. In collaboration with the USAA Education Manager, will establish and deliver a unified coaching education strategy for USAA coaches, to include ongoing professional development opportunities for national and international team staff.

4. In collaboration with USAA staff will design, implement and monitor athlete and coach development pathways and assess the effectiveness of producing and retaining Senior and Para national team athletes who achieve international success.
5. Directs all planning and administrative efforts related to National and International Teams, Elite Camps, and High Performance Programs, to include the development of international team athlete and staff selection procedures, national ranking processes and integrated training development plans.
6. Directs operations, high performance program strategy, to include athlete recruitment, development and monitoring in collaboration with USAA coaches, USOPC and USPC sport performance staff and other key stakeholders at Chula Vista, CA and Charlotte, NC training sites.

Competitive Intelligence

1. Will play a key role in bringing forward and implementing new ideas and research to ensure USAA is at the cutting edge of athlete, coach and staff performance, learning and development.
2. Will maintain current knowledge and understanding of World Archery rules, athlete and coach development practices, and emerging performance insights that will enhance medal winning opportunities.
3. Will assist coaching and high performance staff in optimizing international competitive analysis around major competitors and implement technology and other applications to track athlete performance metrics.

OTHER DUTIES

- Assists in the development and management of USA Archery budgets, forms, policies and procedures.
- Carries out supervisory responsibilities in accordance with USAA policies, procedures and applicable laws.
- Contributes content for the High Performance Newsletter, website and other high performance communications
- Fields general email, mail and phone call inquiries
- Maintains program records and historical data.
- Attends required USA Archery staff meetings.
- Monitors athlete training sessions as needed.
- Other duties as assigned.

TOOLS/EQUIPMENT

- Standard Office Equipment

WORK LOCATION AND CONDITIONS

- Office environment in Colorado Springs, CO or Chula Vista, CA (Remote Work Location Will Not Be Offered)
- Work schedule will include evenings and weekends as needed.

MINIMUM QUALIFICATIONS

- Bachelor's Degree (master's preferred) in sport science, sport management or related field
- Minimum 5+ years' leadership experience in sport performance, sport science, sport management or related field preferred
- Experience with international archery, Olympic and/or Paralympic and/or professional sports preferred
- Proven ability to independently manage multiple complex projects and priorities with acute attention to detail
- Commitment to excellence and high standards
- MS Office proficiency
- Excellent written and communication skills.
- Strong interpersonal skills and ability to develop team culture

BENEFITS

- Paid Vacation
- Paid Sick Leave
- Paid Time Off
- Employer contribution toward Medical, Dental, and Vision insurance coverage
- Employer paid Basic Life Insurance and AD and D (\$100,000 coverage), 60% Short-Term and Long-Term Disability
- Health Care and Child Care Flexible Spending Account
- Health Savings Account if enrolled in certain high deductible medicals plans.
- Simple IRA participation following qualifying period (Currently employer match up to 3% salary of salary)
- Eligible to enroll in other supplemental/voluntary coverage.

Compensation

\$90,000 - \$100,000. This position is exempt.

Eligible for Annual Bonus

10% annual bonus opportunity provided for meeting established performance goals.

Application Process

Send Cover Letter and Resume to:

Email: careers@usarchery.org

Deadline for Resume Submission

January 12th, 2025

We do not discriminate based on race, religion, national origin, gender, sexual orientation, age, disability or veteran status. All qualified applicants will be given equal opportunity. Selection decisions are based on job-related factors.