

# KOPPLIN KUEBLER & WALLACE

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## **DIRECTOR OF RACQUETS PROFILE: TAMPA YACHT & COUNTRY CLUB TAMPA, FL**

### **THE DIRECTOR OF RACQUETS OPPORTUNITY AT TAMPA YACHT & COUNTRY CLUB**

This is a career opportunity for a Year-Round Director of Racquets (DOR) at one of American's finest Yacht Clubs, Tampa Yacht and Country Club. Located in Tampa, FL, the club is searching for a new Director of Racquets, who will have the unique opportunity to initiate growth, and build a robust racquets program. The successful candidate will be someone who provides great leadership and direction for staff, has an ability to grow engagement and usage of the racquet's facilities, and leads with a high level of visibility and availability to members and staff. Additionally, the successful candidate needs to have a "can do" attitude, who has an attention to detail that ultimately provides members with consistent, memorable experiences when visiting the club.

[Click here to view a brief video about this opportunity.](#)

### **ABOUT TAMPA YACHT & COUNTRY CLUB**

The Tampa Yacht & Country Club (TYCC) was founded in 1904 by the leading business and professionals. TYCC combines the uniqueness of their waterfront property and long-standing place in Tampa's history with first-class facilities and an extraordinary team.

The Club offers both fine dining for an elegant dining experience, great casual family dining, as well as a lounge and poolside bar making the perfect meeting spot for a cocktail or dinner.

The tennis complex is state-of-the-art and features nine har-tru courts. A 6,500 sq. ft. building houses the pro shop, locker rooms, steam and sauna rooms, fitness center and nursery. Tennis activity at TYCC ranks as one of the busiest in the country with a weekly program of four USTA teams, two local women leagues Suncoast and Interbay, two nightly men's leagues and tennis playing by many of our active members. A total of 15 teams.

Additional Club amenities include a swimming pool, full-service marina, fitness center, and equestrian facility. TYCC has been ranked among the nation's top 30 private yacht clubs in the USA and awarded as a Platinum Club of America since 2003, and Platinum Club of the World since 2020 by Club Leaders Forum.

The mission of the Tampa Yacht & Country Club is to further the tradition of providing exceptional boating, recreational, dining and social experiences befitting our members and their families.

The visions for Tampa Yacht & Country Club - Built on a foundation of integrity, civility and camaraderie, the Tampa Yacht & Country Club will continue being the premier private club for generations of families in Tampa Bay area, combining the uniqueness of our waterfront property and long-standing place in Tampa's history with members of good moral character, first-class facilities and extraordinary employees. The Tampa Yacht & Country Club exists for and is dedicated to the recreation, relaxation and enjoyment of its members, their families and guests.

### **TAMPA YACHT & COUNTRY CLUB BY THE NUMBERS:**

- Currently, the Club has approximately 1,460 total members.
- The Club is on a 2-year waiting list for membership.
- Initiation Fee - \$35,000 for a voting member.

- Annual Dues - \$6,081
- The Club is organized as a 501(c)(7) and is a not-for-profit corporation.
- The average age of the members, at present, is 52 and has trended younger in the past few years.
- The Club uses Clubessential for operations and reservations.

**TAMPA YACHT & COUNTRY CLUB WEBSITE:** [www.tampayacht.com](http://www.tampayacht.com)

### **DIRECTOR OF RACQUETS – POSITION OVERVIEW**

Tampa Yacht & Country Club is looking for a highly respected DOR to lead the Club to national prominence. The new DOR will bring the department to the next level utilizing and working beside a superb racquets team. The new DOR will offer unparalleled leadership and mentorship to that same staff and work collaboratively, side-by-side with them daily. The successful candidate will energetically expand adult, junior, social, and competitive programs with an emphasis on developing a comprehensive junior program.

The successful candidate will be responsible for overall operation of the Racquets Program, including tennis, pickleball, pro shop, programming, and staff. The DOR is a highly visible position requiring strong presence, leadership, and communication skills with both members and staff. The DOR is expected to be the leader of the program by passionately promoting the game.

The ideal candidate for the DOR will be a PTR certified professional or an Elite USPTA professional with a pickleball certification strongly preferred. The general roles and responsibilities of the DOR will be to deliver a range of services that will include, but are not limited to, the following:

#### **Leadership**

- Be a passionate ambassador for racquet sports; instilling the same in the staff
- Assure consistent, highly ethical, efficient, and seamless daily operation of Club-wide racquet operations; provide members and guests with an environment that meets the values of TYCC
- Oversee departmental programs and services to meet or exceed member satisfaction
- Supervise, lead, and mentor all teaching professionals, pro shop staff, and maintenance staff
- Create clear roles and responsibilities and ongoing professional growth plans for the racquet professionals and shop/retail manager as it transitions over to a traditional compensation model

#### **Programming**

- Organize, schedule, and manage tournaments, interclub teams, clinics, round robins, social events, and other tennis and pickleball related activities to maximize members' access to and enjoyment of the facilities
- Create an annual calendar of events that includes events and activities for adults and juniors to include competitive, social, and instructional programming for all levels, and other events/activities deemed to enhance the racquets experience at the Club
- Create opportunities for organized internal match play for all members
- Provide organizational and structural support for league team tennis practice and play. Provide a fair and equitable system for teams to be organized and governed
- Develop a pickleball program to include socials, tournaments, and instruction. The new pickleball facility will be competed in late 2022

#### **Administration**

- Oversee department POS operations to ensure accurate member billing and accurate sales/activity reports
- Attend all senior staff committee meetings
- Have a successful team management system that is fair and equitable for all players
- Operate a high-quality merchandise and retail operation in TYCC's Pro Shop, ensuring product expectations are met. Utilize industry trends and formulas to ensure superior buying, pricing, merchandizing, mark-downs, special purchases, and customer service is provided

- Work closely with the professional staff and the Club's Communications and Marketing team on effective weekly membership communication and social media posts. Aid in keeping the Club's website up to date with pertinent racquets information
- Responsible for the development of articles for the Club's bi-monthly newsletter.
- Manage all staff scheduling and development
- Conduct regular staff meetings within the racquets operation to ensure effective communications
- Enforce all of TYCC's Rules and Regulations governing use of the facilities, equipment, dress code, and sportsmanship as set forth by TYCC
- Prepare racquets promotional items and event results for TYCC's website, bulletins, e-blasts, etc.
- Oversee the annual budget process, monthly financial performance and weekly payroll management

#### **Instruction**

- Develop and implement a teaching philosophy that embraces TYCC's values and traditions; incorporate standardized teaching methodologies as appropriate
- Provide an appropriate amount of private and group lessons to both adults and children; oversee lessons taught by all professionals
- Have a proven system to instruct teams of all abilities
- Embrace instructional technology
- Play tennis and pickleball with the membership and provide a limited amount of instruction to all skill levels to encourage relationship building

#### **Junior Tennis**

- Develop and implement a high-level and respected junior program that meets the demand of all junior abilities. The Program will include social and competitive activities and be comprehensive, creative, and innovative for all levels
- Proficient in the "USTA's 10 and Under" initiative on teaching protocol and ensure the staff is trained and following protocol
- Coordinate instruction, competitive playing and team opportunities for all juniors

#### **EXPERIENCE, QUALIFICATIONS, CERTIFICATION AND SELECTION CRITERIA**

- A minimum of 5 years of progressive leadership/racquets management experience in (preferably) a private member-owned country club with multi-dimensional operations, or leading racquets operations outside of the club industry in a similar hospitality operation.
- A head professional or first assistant at an extremely successful club and racquets program will be considered.
- The successful candidate will possess a high-level of proficiency in both playing and teaching the sport of tennis and pickleball, and ideally has played high level collegiate tennis or greater.
- A resume indicating progressively more responsible positions and demonstrating experience in delivering both group and individual instructional programs to players of various age groups and skill levels. Additionally, the candidate should have a proven track record of high ethical standards.
- The ideal candidate is preferred to have a college degree and must maintain an American national certification for instruction. The Director of Racquets Certification by the University of Florida in conjunction with the USTA/PTR/USPTA is the preferred certification
- Must be legal to work in the United States

#### **CLUB COVID REQUIREMENTS**

This Club does not currently require staff to be fully vaccinated as a provision of employment.

#### **SALARY AND BENEFITS**

Salary is open and commensurate with qualifications and experience. The club, along with the typical senior staff benefits, offers an excellent bonus and benefit package.

## INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter, in that order, using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

**Prepare a thoughtful cover letter addressed to Mr. Scott Fairbairn, General Manager, Tampa Yacht & Country Club** and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career and why TYCC and the Tampa area will be beneficial to you, your family, your career, and the Club if selected.

***You must apply for this role as soon as possible but no later than Thursday, May 26, 2022. Candidate selections will occur in early June with live Interviews expected in late June. The new candidate should assume his/her role in late July with some flexibility.***

**IMPORTANT:** Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - TYCC”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Cherie Kennen, [cherie@kkandw.com](mailto:cherie@kkandw.com)

### **Lead Search Executive:**

Len Simard, PTR, USPTA Master Professional

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