



JOB POSTING: CHIEF EXECUTIVE OFFICER (CEO)

DATES: JULY 6TH TILL FILLED

SALARY RANGE- ~\$150K - ~\$200K

**Description:**

The CEO will be responsible for providing strategic and operational leadership for the USA Shooting organization. Reporting to the Board of Directors, the CEO will work directly with the staff of USA Shooting to implement long-range vision, objectives, strategies, plans, and policies in concert with USOPC policies and its international federation, ISSF.

The CEO needs to be an effective and transparent leader who is excited by the prospect of growing the international shooting sports and continually improving the governing body that serves and promotes the sport. They must be aligned with the mission of USA Shooting, share the organizational vision, be a persuasive communicator, and assemble the best team for support. They are expected to serve as a trustworthy advocate to all stakeholders: athletes; staff; Board of Directors; individual members; member organizations; regional associations; its philanthropic partner; media partners; and sponsors. They will hold themselves and the staff of USA Shooting accountable for the achievement of the organization's strategic and operational goals and objectives.

Whether the new CEO has or develops once in the role, this person must have a deep appreciation for the heritage and culture of the shooting sports, be an authentic advocate for the growth of the sport at all levels and for all participants, and an understanding of the role of international shooting within the Olympic Movement.

**Operational Responsibilities:**

- Champion the development and implementation of USA Shooting's mission, vision, values, and strategic priorities.
- Provide strong and effective leadership to USA Shooting staff; communicate, motivate, guide and direct all those involved with USA Shooting to contribute fully to the realization of vision, goals and objectives with fiscal prudence and ensure timely and accurate financial reporting.
- Passionately drive an environment and culture that allows athletes, coaches and staff to flourish and perform at their best levels.
- Provide strong financial management oversight of the organization including revenue building and operational strategies that provide cashflow and resources to adequately deliver on the short and long term goals of the organization
- Oversee the budget and partner with the Board to set priorities for revenue generation and resource allocation to support strategic priorities and accomplish annual and establishes reserves for long term objectives.
- Provide counsel, advice, and recommendations on issues and strategies to the Board on all matters affecting the business of, as well as the future course for USA Shooting.
- Ensure the Board has all information necessary to exercise governance responsibilities.
- Recommend to the Board a strategic plan for USA Shooting after evaluating the current plan.
- Formulate and recommend to the Board an annual plan for USA Shooting that supports the achievement of objectives established in the strategic plan; submit periodic analysis of progress in achieving objectives to the Board and establish rationale for variances and recommended modifications to plan if necessary.
- Ensure that an effective organizational structure is established that reflects operational needs and prescribes the authority and responsibilities of staff as they relate to the accomplishment of specific objectives and priorities; ensure an effective performance management system is in place.
- Ensure USA Shooting's strategic and operating goals are achieved in each of the core operational elements: Financial Results/Risk Management, Human Resources Management, Membership Services, High Performance Management and Services, and Event Delivery.
- Promotional/Commercial Responsibilities
- Maintain high visibility throughout the organization and act as the primary spokesperson and ambassador for USA Shooting and the sport of international shooting.

- Ensure USA Shooting's national teams have the resources they need to perform and provide stewardship for athlete selection and training including the Olympics.
- Participate in USA Shooting -related events, as well as associated activities that enhance the organization's reputation and potential for success.
- Build and maintain effective relationships with regional associations and clubs and provide ways for those members to contribute in a meaningful way to the national effort.
- Lead commercial strategy to drive revenue across all major commercial categories (e.g. sponsorship, licensing, membership fees, etc.).
- Ensure USA Shooting holds itself to the highest standards operationally and commercially, with a strong focus on how to create a best-in-class membership experience.

**Required Qualifications:**

- A visionary leader with demonstrated success in setting ambitious goals and inspiring those around them to achieve.
- Successful track record of leading major business units, ideally with P&L responsibility of between \$10M - \$20M.
- Strategic business planning experience balancing innovation and fiscal prudence.
- Experience with change management, upgrading staff skills and driving accountability.
- Sales and/or market development savvy; demonstrated ability to grow revenues.
- A strong ability to lead and navigate within a matrixed and multiparty ecosystem.
- Demonstrated financial management skills, including budgeting, planning, and administration.
- Ability to perform and provide clear decision-making leadership, while managing multiple and sometimes competing priorities.
- Capacity to demonstrate hands-on leadership, with attention to detail and command of operating activities.
- A track record of collaboration with other teams, organizations, and entities at local, regional, national, and global levels.
- Experience creating and implementing an individual and organizational member satisfaction feedback loop and using that feedback for organizational improvement in the delivery of products and services.
- Strong work ethic with a track record of delivering results in high pressure situations.
- Strong interpersonal communication skills with the ability to establish and maintain relationships at the grassroots and senior executive levels.

**Additional Beneficial Qualifications, Skills and Experience:**

- Strategic and frontline fundraising expertise and a track record of operational achievement in the not-for-profit sector.
- Shooting experience, whether as a recreational, collegiate, or elite athlete, referee, or subject matter enthusiast.
- Successful track record in assessing, hiring, motivating, and managing a high performing staff roster particularly in a distributed setting.

To Submit Resume:

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