

DIRECTOR OF RACQUETS PROFILE: COLONIAL COUNTRY CLUB FORT WORTH, TX

DIRECTOR OF RACQUETS AT COLONIAL COUNTRY CLUB

The Director of Racquets (DOR) at Colonial Country Club (CCC) will lead one of the most elite racquets operations and facilities in the South while having the opportunity to be a visionary leader through program creation and refinement. If you possess superior customer service skills, are a charismatic leader with a true passion for staff mentorship, and embrace rich traditions and values, this is your career opportunity.

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

COLONIAL COUNTRY CLUB

A Fort Worth icon, Colonial Country Club offers a truly distinctive private club experience accompanied by the character, heritage, and dynamic pursuit of excellence that has made Colonial legendary.

Established on the pillars of excellence and community, the club maintains a steadfast dedication to fostering unforgettable moments that strengthen bonds among families and friends. In 2023, the club embarked on its first major clubhouse renovation and expansion since the original clubhouse burned down in 1953. While preserving many of the club's historic features, the renovation will create new spaces to gather, update existing infrastructure and technology, and elevate the member experience for current and future members. The comprehensive capital project is scheduled to have a racquets portion that will commence in 12-24 months. Although still in the development phase, it is likely to include additional indoor activities, a redesigned professional shop, and additional racquet amenities and courts.

Colonial Country Club boasts excellent tennis and pickleball facilities that include indoor and outdoor courts. The Club offers a wide range of tennis programs designed for various skill levels and age groups. These programs encompass private lessons, group clinics, junior initiatives, and social tennis/pickleball events, catering to both seasoned players and beginners looking to enhance their game. Throughout the year, the club organizes USTA and interclub league play, tennis tournaments, and social gatherings, fostering a vibrant tennis and pickleball community within the Colonial Country Club membership.

Since 1946, Colonial Country Club has proudly hosted the longest-running PGA tournament, the Colonial National Invitational, now recognized as the Charles Schwab Challenge. This May, this renowned event welcomes the world's greatest golfers to compete on the newly renovated golf course, vying to secure their place on the Wall of Champions and claim the esteemed Leonard Trophy.

COLONIAL COUNTRY CLUB BY THE NUMBERS:

- Initiation Fee: \$35,000 – Social
- Full initiation fees will be increasing to \$100,000 on June 1, 2024.
- 41M Gross Revenue
- For Profit – C Corp
- Annual Dues: \$7,320 - Social
- 1,272 total memberships
- Club POS System: Jonas
- Approximate Gross Lesson Revenue 2023: \$676,000
- Number of Tennis Committee Members: 10
- Average Age of Members: 53

- 9 lighted, outdoor hard tennis courts, 3 indoors. 4 permanent pickleball courts and 8 additional lined on nearby tennis court. Lined indoor pickleball courts.

COLONIAL COUNTRY CLUB WEBSITE: www.colonialfw.com

DIRECTOR OF RACQUETS – POSITION OVERVIEW

The Director of Racquets will serve as an executive team member creating and leading a “best in class” program. He/She will take a proactive lead in developing a competitive and social program suitable for the most discriminating clubs in the Country. The Director is responsible for all aspects of the operation, including oversight and leadership of the staff, the courts, grounds, pro shop, and buildings in a manner that reflects the mission of the Club. Responsibility extends to all areas of member service and satisfaction including programming and team play.

General

- Maintain close relationships with the other Department Directors (Fitness, Aquatics, Maintenance, Golf, Food & Beverage, finance etc.). Work together in the CCC team culture.
- Be a true visionary leader.
- Understands the needs of the membership and can act to create a robust programmed department.
- Studies racquet trends and can diagnose potential departmental pitfalls and solve the issues with creative and proven decision-making.
- Have a growth-orientated mindset with entrepreneurial DNA.
- Be the face of the racquets program and engage with the entire membership.
- Treat all members fairly, honestly, uniformly, and with respect.
- Uphold the rules and regulations of the club including guest provisions.

Finance and Budgeting

- Work with the COO in preparation of the annual Racquet Center operations budget.
- Possess excellent organizational skills
- Implement and manage the annual Racquet Center budget as approved.
- Prepare recommended lesson and clinic fee structure.
- Monitor the collection of clinic fees, lesson fees, court fees, guest fees, team fees, etc.
- Assure accurate and timely billing to the membership.

Racquets Program

- Build a “best in class” program of events for ladies, men, juniors, pro-am, sanctioned tournaments, and regular tennis and pickleball social events.
- Develop an annual calendar of activities, programs, and events for members.
- Periodically review and benchmark these programs against those at other Clubs to maintain the highest continuing level of quality for Club members.
- Develop and offer programs during the summer school vacation and other school vacation weeks.
- Direct and coordinate the formation of all club league teams.
- Create and execute a plan for a fair and equitable system to oversee all league play.
- Coordinate team clinics and team practice sessions with team captains.
- Oversee scheduling of court time to provide the appropriate balance of clinics, open courts for seasonal court usage, and private instruction to maximize participation and enjoyment of all members. This is of particular importance for indoor facilities

Teaching / Instructional Program

- Supervise and direct all Associate Racquets Professionals in planning and coordinating all instructional programs, lesson plans, and new programs.
- Operate outstanding instructional programs in tennis and pickleball for each major constituency of the membership including women, men, and junior players.

- Ensure accurate completion of member charges and payment for all “program lessons” – (i.e., Team Coaching and special instructional programs)
- Continue to develop a comprehensive junior program with a recreational and high-performance pathway

Communication

- Promote all aspects of the program to the membership accurately and in a timely fashion.
- Ensure that communication is regular and with the staff, helping to convey the club’s culture to the membership.
- Issue regular updates concerning the tennis program to the COO and Committee.
- Provide timely and relevant updates for the racquets portion of the Club’s website and newsletter.

Facility & Grounds

- Oversee the courts to ensure a first-class playing experience for members and their guests.
- Ensure that all areas of the racquet’s facilities are always neat and clean.
- Inspect the courts/facilities daily before the start of play and before evening play; and ascertain that all necessary maintenance has been performed.
- Ensure that the necessary equipment for the maintenance and upkeep of the facilities is on hand and properly maintained.
- Keep the COO informed on the status of the facilities and equipment for the purpose of budgeting for replacement and repair items and of long-range capital replacement items.

Pro Shop

- Work with the Pro Shop Merchandiser, assisting in all areas of the Pro Shop operation, including but not limited to Sales, taking inventory, stringing etc.

CANDIDATE QUALIFICATIONS

- A minimum of 5 years as a Director of Racquets with progressive leadership/racquets management experience in (preferably) a private member-owned country club with multi-dimensional operations.
- History of innovation and a champion of new ideas and initiatives; looking to consistently improve member experiences and operational efficiency.
- Entrepreneurial spirit to create new programs while respecting current desires and traditions.
- Verifiable strength in working closely with boards, committees, and other key contributors to develop and execute the club’s vision.
- Exemplary communication (written and spoken) and interpersonal skills; ability to work with committees.
- Exhibit excellent organizational, technological, and time management skills.
- 5.0 tennis playing competency or above.
- Member-focused; delighted to meet the expectations and requirements of members and their guests.
- Possesses high energy and a genuine desire to interact with the membership on a professional and hospitable level.
- Personal character and charisma.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor’s degree is preferred.
- The ideal candidate is certified with PTR/PPR/USPTA. Certification in Tennis and Pickleball is a requirement.
- Ideal candidates have completed or enrolled in the USTA-endorsed D.O.R.S. “Director of Racquets Sports” course through the University of Florida, supported and certified through the PTR and the USPTA.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package including association membership.

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. Frank Cordeiro - Chief Operating Officer, 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 CCC and the Fort Worth 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 so you are not rushed with your “next steps” but no later than Saturday, May 25, 2024. Candidate selections will occur in early June with first and second Interviews expected in the fourth week of June. The successful candidate should assume his/her role in late July however an exception to start later is possible.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Colonial Country Club ”

(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 Katy Eliades: katy@kkandw.com

Lead Search Executive:

Len Simard, PTR, USPTA Master Professional

Search Executive, KOPPLIN KUEBLER & WALLACE

407-463-8923

len@kkandw.com