

# KOPPLIN KUEBLER & WALLACE

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## **DIRECTOR OF RACQUETS PROFILE: ALGONQUIN GOLF CLUB ST. LOUIS, MO**

### **DIRECTOR OF RACQUETS AT ALGONQUIN GOLF CLUB**

A wonderful opportunity exists for a Director of Racquets (DOR) at the Algonquin Golf Club. This is a program that is primed for growth and with the next inspirational leader, the possibilities are endless. The successful candidate will lead this multi-generational club with a compelling vision of a top-performing racquet department.

The DOR will be a visible leader, who will provide direction to the racquets committee to create total engagement of the newly renovated racquet facility. The new DOR will show passionate creativity in developing new programs for the facility focused on pickleball and tennis.

### **ABOUT ALGONQUIN GOLF CLUB**

Founded in 1903, Algonquin is the oldest club in its original location west of the Mississippi. Club member Tom Bendelow designed a 9-hole course constructed by Robert Foulis. The course expanded to 18 holes in 1913. Located in the old wooded suburban area of Webster Groves/Glendale area of St. Louis, Algonquin is now a full-service family country club with a rich history and tradition. The club has a history of consistent capital improvements focused on improving amenities, member offerings, and experiences. The majority of members live within a two-mile radius and the club is part of their everyday life.

The golf course was redesigned by Brian Silva in the mid-1990s and a major course update was done in 2010. In 2016, Algonquin transformed its casual dining venue, added a poolside bar, and updated the clubhouse living room. In 2019, the club renovated the pool kitchen, pool locker rooms, and the pool deck. In October of 2022, Algonquin completed a \$5M upgrade to the racquet facility including a new racquet facility structure, clay tennis courts, and pickleball courts in addition to renovating the locker rooms in the main clubhouse. The main clubhouse features indoor and outdoor casual and formal dining rooms, bar areas, meeting rooms, and banquet space.

### **MISSION STATEMENT**

- Algonquin is a premier family-oriented club in the St. Louis region, offering Members exceptional golf, racquet, swimming, and distinctive dining experiences.
- We are dedicated to helping our Members enjoy our Club and build lifelong friendships – the kind of relationships that create loyalty among current Members and attract new Members who uphold our values and traditions.
- We have managed Algonquin in a financially responsible manner for 120 years.

### **ALGONQUIN GOLF CLUB BY THE NUMBERS**

- Approximate number of members: 515 with a healthy waitlist.
- Gross Volume: approximately \$9.2M
- Total Staff is 50 FTE, 15 PTE, rising close to 200 in peak season.
- Annual Racquets Budget: \$195,000
- Initiation Fee: \$65,000; Annual Dues: \$10,920
- Club Accounting and Reservation System starting 4/1/24; Club Essentials
- Average Age of members is 57
- Tax Status: 501 (C) 7

**ALGONQUIN GOLF CLUB WEBSITE:** [www.algonquingolfclub.com](http://www.algonquingolfclub.com)

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

Algonquin Golf Club is looking for a year-round DOR who will replace a long-tenured staff member. The new DOR will be able to put his/her stamp on the program with an emphasis on elevating social and competitive programming, events, instruction, and a comprehensive junior program.

The DOR must ensure the successful achievement of the mission and objectives of Algonquin Golf Club. The successful candidate will be responsible for the overall operation of the Racquets Program, including tennis, pickleball, pro shop management, programming, and staff. The new DOR will demonstrate a high competency level of playing and coaching skills for both tennis and pickleball.

Under the direction of the General Manager/Chief Operating Officer, and in coordination with the Racquets Committee, the DOR administers the policies, procedures, and programs of Algonquin Golf Club relating to all racquet sports.

## **PRIORITIES OF THE DIRECTOR OF RACQUETS**

### **Leadership**

- Be a passionate ambassador for all racquet sports; require the same of the staff.
- Create a complete seasonal calendar prior to the season of events (both instructional and social)
- Supervise, lead, and mentor all teaching professionals, pro shop, and maintenance staff.
- Assure consistent, highly ethical, efficient, and seamless daily operation of club-wide racquet operations.
- Work in tandem with Algonquin Golf Club's senior departmental staff.

### **Programming**

- Organize, schedule, and manage teams, clinics, round robins, social and competitive events, and other racquets related activities to maximize members' access to and enjoyment of the racquet's facilities.
- Create comprehensive events and activities to include social, competitive, and instructional programming for all levels including women, men, and juniors.

### **Instruction**

- Develop and implement a teaching philosophy that embraces Algonquin Golf Club's values and traditions; incorporate standardized teaching methodologies as appropriate.
- Provide an appropriate amount of private and group lessons to both adults and juniors. (it is estimated the the DOR will teach 40% of their time at the club with the remaining amount be involved with the departments operations) Oversee lessons taught by all professionals.

### **Junior Racquets**

- Develop and implement a high-level and respected junior program in tennis and pickleball that meets the demand of all junior abilities.
- Proficient in the "USTA's 10 and Under" initiative on teaching protocol
- Create, advertise, and manage a junior racquet camp.

### **Administration**

- Oversee department POS operations to ensure accurate member billing and accurate sales/activity reports.
- Must be a champion of communications, both with the membership as well as other team members
- Operate high-quality merchandise and retail operation in the Algonquin Golf Club's Racquets Shop, ensuring product expectations are met.
- Solid understanding of technology and POS systems. Ability to communicate with the clubs racquet community using e-mail, club intranet, text messaging, and other modern methods.
- Enforce all Algonquin Golf Club's Rules and Regulations governing the use of the facilities, safety, equipment, dress code, and sportsmanship as set forth by Algonquin Golf Club
- Prepare racquets promotional items and event results for Algonquin Golf Club's website, bulletins, e-blasts, etc.

- Oversee monthly financial performance and weekly payroll management.
- The following positions report to the DOR; assistant professionals, pro shop, and maintenance staff.

## **CANDIDATE QUALIFICATIONS**

The ideal candidate should be an engaging and polished professional with a minimum of three (3) years of experience as a Director of Racquets in a private, member-owned club setting, OR a head professional at a successful club and racquets program.

### **Key qualities include:**

- Motivator and leader who can bring out the best in others by setting clear goals and expectations, holding them accountable for outcomes, by providing consistent feedback, and support, and through respectful interaction and professionalism.
- Proven ability to organize and manage USTA/Interclub teams with a verifiable fair and equitable system.
- A lifelong learner, who will continue to develop his/her skill set by attending industry conferences and seminars.
- Verifiable strength in working closely with GM/COO, boards, committees, and other key contributors to developing and executing the club's vision.
- 5.0 tennis playing competency or above is ideal.
- Possess high energy and genuine desire to interact actively with the membership on a professional and hospitable level.
- Entrepreneurial spirit to create new programs while respecting current desires and traditions.
- Industry talent leader (can assemble high-performance and talented team who work well together)

## **EDUCATIONAL AND CERTIFICATION QUALIFICATIONS**

- A college degree from a 4-year accredited university is preferred, or equivalent working experience in the racquets industry.
- Ideal candidate is certified by or will strive to attain the DORS "Director of Racquets Sports" program at the University of Florida that is endorsed by the USTA and certified through the PTR and USPTA.
- Working knowledge of various tennis-specific technology and software programs.
- Knowledge of Court Maintenance including sub-irrigated Har-Tru tennis courts is preferred.
- Must be a current, certified tennis professional with the PTR or USPTA along with PPR certification.

## **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 John C. Welter, GM/COO,** and clearly articulate why you want to be considered for this position at this stage of your career and why Algonquin Golf Club and the St. Louis, MO 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 as there are additional steps to the application process but no later than Sunday, March 10, 2024. Candidate selections will occur in mid-March with the final interviews expected in late March. The successful candidate would assume his/her role in April with some flexibility.**

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Algonquin Golf 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 at: [katy@kkandw.com](mailto:katy@kkandw.com)

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