



Position brief for the position of Director of Athletics, Fitness & Wellness The New York Athletic Club



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About The New York Athletic Club

The New York Athletic Club is a premier athletic organization. The winged foot emblem is recognized throughout the world as being synonymous with excellence. While deeply rooted and anchored to its historical prestige, its eyes are set on its future.



The New York Athletic Club ("NYAC") was founded in 1868 to promote sports, exercise, physical fitness and elite athletics. In the years following its founding, the NYAC quickly made an indelible impression on sport in the USA and abroad. From within its walls emerged both the Amateur Athletic Union (AAU) and the American Olympic Committee, which has since become the US Olympic and Paralympic Committee. The NYAC also played a powerful formative role in the development of the Olympic movement in the USA; the Club's commitment to the Olympic movement and of Olympic sports remains resolute.

Evolving over the ensuing decades, the NYAC has become an athletic powerhouse, globally renowned in sports such as wrestling, fencing, judo, water polo, rowing and track and field. The NYAC has become a part of the cultural fabric of New York

City, hosting banquets, receptions and weddings, welcoming leaders in the world of business, politics and the arts to its magnificent facilities.

While the NYAC has progressed over the 153 years of its existence, athletics, fitness and wellness remain central to its mission. Through it all, the NYAC remains steadfastly committed to its roots, supporting athletes at the highest levels of Olympic competition. With two renowned facilities – the City House in mid-town Manhattan and Travers Island, a 33-acre facility in southern Westchester County, – the Club offers unsurpassed athletic facilities encompassing aquatics (two full-sized pools, one children's pool), a full-sized gymnasium, an athletic field, fitness center, field house, golf simulators and tennis courts, plus facilities for billiards, boxing, handball, fencing, judo, platform tennis, rowing, sailing, squash and wrestling. Club members also enjoy a myriad of programming, including sport-specific lessons, clinics, group exercise classes, competitions, personal training, massage services, wellness workshops, fitness evaluations and nutrition counseling.

The NYAC is keenly sensitive to the importance of promoting and facilitating a healthy lifestyle for all of its members, enabling it to remain at the forefront of a dynamic and evolving marketplace. The Club's focus on fostering excellence, therefore, permeates every level of athletics operations, including individual member fitness and wellness, an aspect that is receiving ever-increasing emphasis.



The New York Athletic Club By The Numbers

- Total Membership: 8,324 (399 elite, competitive athletic members)
- NYAC Total Annual Revenue: \$67 million
- Athletic Department Budget: \$4.5 million
- Number of Direct Reports: 7
- Number of Athletic Department Employees: 40
- Competitive Sports: Basketball, Boxing, Fencing, Handball/Team Handball, Judo, Lacrosse, Rowing, Swimming, Rugby, Track & Field/Running, Soccer, Squash, Triathlon, Water Polo and Wrestling.

For more information, please visit: www.nyac.org

The Position

The Athletic Director position at the New York Athletic Club has a history of extended tenure. That fact is a testament to the team spirit that is prevalent throughout the Athletic, Fitness and Wellness Department, and the shared vision that is embraced by both staff and members. It is the responsibility of the Director of Athletics, Fitness and Wellness to nurture this vision by developing wellness programming and fitness opportunities for NYAC members, fostering optimal health and well-being. The Director of Athletics, Fitness and Wellness will exemplify these attributes, leading by example.



The Director of Athletics, Fitness and Wellness reports to the General Manager and is responsible for all Athletic Department employees and activities. This position will work in concert with other operating areas, plus a cadre of member volunteers and Athletic Chairmen representing the NYAC's various competitive sports programs. This position requires a highly visible, engaging, and innovative spirit.



Essential Functions and Responsibilities:

- Management and strategic oversight of all athletic operations, facilities and programs.
- Ensures all athletic, fitness, wellness services and programs at the NYAC are best in class and meet or exceed members' expectations.
- Responsible for the following athletics facilities:

City House

- Aquatics Center
- Billiards Room
- Boxing Room
- Handball Courts
- Fencing Room
- Fitness Center
- Golf Simulators
- Gymnasium
- Judo Room
- Squash Courts
- Wrestling Room

Travers Island

- Athletic Field
- Field House
- Rowing House
- Have a key role in facility and program planning with Travers Island Tennis, Platform Tennis, and the Travers Island Pool operations.
- Responsible for development, management, and execution of a departmental strategic plan, business goals, and recommending annual departmental operating and capital budgets.
- Administers and actively manages Board approved budget, ensuring proper monitoring and

interpretation of major budget variances, taking corrective action as appropriate.

- Oversees and develops all member, fitness, and wellness programming through effective integration of industry trends and appropriate input from members and staff. Monitors member satisfaction of all programs, making modifications as necessary.
- Executive liaison to the Athletic Committee, encompassing all aspects of elite and local competitive sports teams, including oversight and administration of appropriations, competitions, brand management and training expenses.
- Responsible for all aspects of athletic tournaments and athletics-related special events operated by the Club and the Athletic Department.
- Responsible for managing the safety and behavioral expectations of all athletes, trainers and coaches by ensuring compliance with the policies of the US Center for Safe Sport and the New York Athletic Club's Athletes' Code of Conduct.
- Oversees all junior athletic programs and camps for the children of members.
- Coordinates with direct reports to plan, implement and adopt relevant Club policies, operating procedures, and standards.
- Provides leadership, direction, motivation, and training to all staff. Provides and ensures that qualified staff is available in all athletic areas.
- Regular attendance at essential meetings, planning sessions and Board events (when necessary).



The Candidate

The successful candidate will have a passion for fitness, a dedication to a healthy lifestyle, and an enthusiasm for the amateur and Olympic sports on which the NYAC has built its global renown. S/he will be an enthusiastic, visionary, athletic and fitness-minded professional with strong leadership and communications skills. A demonstrated track record of developing industry-leading fitness and wellness programming across all age groups is highly desirable.

Essential Qualifications

- A minimum of fifteen years of related experience, preferably with a minimum of five years as a director or related position with a proven track record of results in athletics, fitness, and wellness.
- Work experience must be progressive in respected institutions with verifiable areas of responsibility and accomplishments.
- B.A. in Sports Management, Business or an equivalent combination of education, training, and experience.
- Strong understanding of the fitness and wellness industry, with proven results developing and building successful programming.
- Experience in formulating and monitoring budgets, systems, and work processes.
- Strong understanding of technology trends as they relate to athletics, fitness and wellness
- Thoughtful, innovative and progressive in nature
- Outstanding communications, leadership, interpersonal, analytical, and organizational skills.

Core Competencies

- **Leadership.** Measured confidence to take on demanding work or put forward views when they may be challenged. Poised. Handles competing demands. Overcomes setbacks. Welcomes and learns from feedback.
- **Team Work & Collaboration.** Actively participates in team. Encourages co-operation. Shares information and supports other team members. Can get things done through others and set realistic objectives.
- **Planning & Organizing.** Able to achieve results in a quality, timely and cost-effective manner. Sees priorities, plans and efficient use of resources and monitors progress against objectives.
- **Communication.** Able to communicate information and ideas clearly and articulately both in oral and written form. Uses appropriate language, style and methods depending on audience and purpose of communication.
- **Visionary.** Balancing Tradition with Emerging Fitness/Wellness trends. Willing to innovate.
- **Emotional Intelligence.** Communicates effectively, empathizes with others, overcomes challenges.
- **Social Intelligence.** Ability to understand and manage interpersonal relationships.
- **Member Orientation.** Identifies and prioritizes members' needs and recognizes constraints. Is reliable and delivers on promises.
- **Passion for Fitness & Healthy Lifestyle!**



Location & Remuneration

This position will be primarily based in New York City (City House), with some essential job functions requiring travel and work in lower Westchester County, NY (Travers Island). A competitive salary will be offered to commensurate with the skills and experience of the successful candidate. The NYAC offers a bonus and benefits package along with the typical senior staff benefits. All employment offers are pending satisfactory results from a background investigation and pre-employment drug testing.

About Odgers Berndtson

Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are experts in finding exceptional individuals for challenging roles.

WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground.

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