



Job Title: Executive Director
Program: First State Squash
Location: Wilmington, DE
Start Date: As soon as possible

About FSS: First State Squash launched in September 2016 in partnership with the Squash and Education Alliance (SEA), the umbrella organization of 19 squash and education programs in the U.S. and five abroad that bring together academic support, squash instruction, college preparation, career readiness, and community service. First State Squash currently serves middle school students in Wilmington and partners with Thomas Edison Charter School and Freire Charter School Wilmington. First State Squash is guided by an “inch wide, mile deep” philosophy of youth programming and is led by two full-time staff members. The intensive, year-round programming begins for students as young as 10 years old and lasts through high school and college graduation. First State Squash enables students to:

- Maintain good health and physical fitness
- Serve the community and travel outside of it
- Graduate from high school and college
- Prepare for post-graduation employment

Executive Director: First State Squash seeks an organized, hardworking and determined leader to serve as its Executive Director. This position is an extraordinary opportunity for a talented and focused individual to lead an organization, be a community leader, and make a difference in the lives of youth from under-resourced neighborhoods. The Executive Director will assume leadership of a youth development non-profit and will report to First State Squash’s Board of Directors. Responsibilities will include increasing student enrollment to meet capacity, running the non-profit’s infrastructure, hiring, managing and developing the organization’s staff, strengthening partnerships with the local schools, community, businesses, and nonprofits, raising money, and other duties as needed.

Candidates should be team players, capable fundraisers and passionate about the value of coaching, tutoring and mentoring young people from under-resourced communities and cultivating relationships with their families. As the organization’s leader, the Executive Director will have substantial autonomy and daily scheduling flexibility, but the responsibilities of the position demand considerably more than a typical full-time job. The Executive Director will need to be present during a significant portion of the program’s weekday and weekend practices and events.

Qualifications and Requirements

- Bachelor’s degree required (graduate degree a plus)
- Familiarity with the squash and education program model
- Excellent oral and written communication skills
- Experience as a squash player or squash coach is desirable
- Experience working with at-risk youth or in the nonprofit world is highly desirable
- Strong management and organizational skills
- Ability to fundraise, network, and rally groups to achieve a goal
- Ability to interact with diverse stakeholders, including students, teachers, school administrators, staff, families, community members, donors, and the Board
- Entrepreneurial drive and desire to build & structure the organization further

Compensation: First State Squash offers a full time competitive salary commensurate with experience and qualifications.

Application Process: Interested candidates should send a cover letter and resume to FSS Board Member Tim Wyant at tim.wyant@squashandeducation.org

Board of Directors Todd Anderson, Co-Chair • Garrett Moritz, Co-Chair • Bob Bolling • Ed Chilton • Cory Plumb • Jon Saunders • Christine Schiltz • Aubree Wellons • Tim Wyant • James Zug