

SQUASH DIRECTOR

Location: Wilmington, DE

Type: Full-Time

Anticipated Start Date: July 2022 or September 2022



Organization Description and Mission

First State Squash's mission is to empower Wilmington youth to reach their goals as students, athletes and citizens by providing long-term, intensive support and transformative opportunities through education, mentoring, service and squash. Throughout middle and high school, First State Squash seeks to provide participants programming enabling them to make informed decisions on their higher education options. In 2016, First State Squash was launched in partnership with the Squash and Education Alliance (SEA). We have modeled our organization after similar programs that fall under the SEA network. In 2018, data compiled from various programs under SEA's umbrella that noted:

- 96% of their students that complete high school attend post-secondary school.
- 64% of SEA students complete their degrees in six years or less, compared to the national average of 24% for low-income students.
- Urban squash students have been awarded \$25 million in scholarships.

First State Squash currently works with 40 students in 5th through 8th grade from 10 title I schools in Wilmington, DE. For our students, First State Squash is a year-round intensive commitment that touches every aspect of their lives; students spend three days a week in program activities at Wilmington's Central YMCA. First State Squash has a small close-knit staff and is a young, up-and-coming youth development program that continues to cultivate its presence in the Wilmington community. First State Squash is a 501(c)3 not-for-profit charitable organization and is an equal opportunity employer.

Position Overview

First State Squash seeks a charismatic and motivated full-time Squash Director to begin in the Summer/Fall of 2022. This is an exciting opportunity for an individual looking to play an integral role in the development of critical squash structures and program culture pillars. First State Squash is looking to bring aboard an individual passionate about working closely with Wilmington youth, their families and the community at-large.

- Lead daily squash/fitness sessions during after-school hours and weekends
- Supervise all squash coaching volunteers
- Develop long-term squash and fitness training plans which will inform daily lessons/practices
- Manage squash equipment and uniforms for all program participants
- Oversee tournament selections & enrollment as well as US Squash memberships and SEA-related activities
- Collaborate with Executive Director and program staff to develop plan for broader community access to squash
- Execute the "squash component" of various First State Squash endeavors including new ventures to fully utilize the new facility during the daytime, and which will potentially generate revenue
- Assist with participant recruitment effort within partner schools and the broader community, leading to strong enrollment pipeline
- Run 5 weeks of intensive summer squash program and coordinate additional summer opportunities
- Build caring, supportive, and meaningful relationships with students and families
- Collaborate on and participate in additional program-wide activities

- Ensure squash and fitness spaces are organized, clean, and inspiring

Shared Program Staff Responsibilities

- Provide after-school transportation in 10-passenger van for students to and from the facility, and for other special events and weekend trips
- Chaperone weekend field trips (community service projects, matches, tournaments, college campus visits) as needed
- Conduct development-outreach meetings and assist with occasional project work to support and raise visibility of the organization; attend and help plan important First State Squash events and functions

The First State Squash Facility

First State Squash recently purchased a state-of-the-art 6 squash court facility to support the continued growth of the program. First State Squash's Squash Director will have the opportunity to earn supplemental income through private lessons and summer camps.

Hours + Schedule

School year (Sept. – mid-June): During the academic year (September- June), the work day typically begins at 10am and ends around 6-7pm, Monday through Friday. The Academic Program Manager also works roughly one to two weekend shifts per month, chaperoning community service trips, tournaments and matches, college campus visits, cultural excursions, or other field trips. When weekend shifts occur, the Academic Program Manager can work a half day on Friday or Monday. The Academic Program Manager may also be asked to support FSS staff chaperone overnight trips.

Summer (Mid-June – Aug.): The summer work day begins at approximately 9am and ends at 5pm.

Compensation, Benefits and Vacation

- First State Squash offers competitive pay and benefits commensurate with experience.
- The position includes 5 weeks of paid vacation annually: 1 in November, 1 in December, 1 in March, 2 in the Summer. Some but not all national holidays are off.
- The Squash Director will also have the opportunity to supplement their income through private lessons and summer camps.

Preferred Professional and Personal Qualifications

- Squash playing and/or coaching experience, love of the game
- BA/BS
- Outstanding organizational and interpersonal skills
- Commitment to empowering historically marginalized populations
- High level of energy, curiosity, creativity and willingness to grow
- Interest in building deep staff and student relationships
- Clean driving record and ability to drive students in up to a 15-passenger van

Commitment

First State Squash values long-term, deep, impactful work with youth. It takes years to cultivate strong, positive relationships and staff retention is a critical component of organizational success. This is not a transitional role or a stepping stone, and there are many ways to grow within the organization.

Interested candidates

Please submit a resume, and three personal references to Owen Butler at owen.butler@firststatesquash.org.