



JOB ANNOUNCEMENT: Director of Community Squash

REPORTS TO: Deputy Director

STATUS: Full-time/Exempt

ABOUT SQUASHWISE

Since 2008, SquashWise has partnered with Baltimore City youth and their families to reach their academic, athletic, and life goals through educational and athletic opportunities-- specifically in the sport of squash, which is often a new sport for our participants. Today, SquashWise is entering a period of significant growth. This fall, we will open the SquashWise Center, a youth and community center located at the former Greyhound bus terminal. Our new home will enable us to expand our current program to serve more youth in Baltimore and provide opportunities for community members of all ages to learn and play squash, fostering relationships through the sport.

POSITION SUMMARY

We are seeking a Director of Community Squash to provide coaching for players of all ages and levels and to develop our new community squash programs. The ideal candidate will be a high-energy, creative, hard-working self-starter with strong communication, organizational, and interpersonal skills. Strong candidates will have experience not only as a coach and player but also in program design and business development. Importantly, candidates must have an alignment with SquashWise's vision to create a new kind of community through squash. This position reports to the Deputy Director and collaborates with the Program Director and the program team.

MAIN DUTIES & RESPONSIBILITIES

Business Development

- Develop and manage a business growth plan for memberships, tournaments, clinics, and events with distinct participation and revenue goals.
- Maximize facility utilization.
- Manage squash court bookings to accommodate youth programs, adult programs, and community events.
- Develop and manage a membership base with a range of options to encourage participation and economic inclusion.
- Lead member communication, including inquiries about lessons, clinics, and membership.
- Encourage members to deepen their engagement through volunteerism and philanthropic support, in partnership with the Development Team.
- Use software tools to collect, organize, and analyze data to identify areas of improvement.
- Report regularly on business development progress to staff and Board.
- With all staff, develop ideas for community events beyond squash, including fitness events, development events, speakers, etc.
- Develop and manage maintenance procedures for squash courts and fitness equipment, ensuring regular maintenance and safe play
- Manage Pro Shop, including controlling inventory and setting up the purchasing experience.

Coaching Responsibilities - Membership

- Organize and run lessons, clinics, leagues, and tournaments throughout the year.
- Plan and lead monthly Community Squash Nights to engage existing and new squash players.
- Develop outreach programs to introduce squash to new audiences.
- Develop relationships with additional coaches and fitness professionals who can enhance the offerings of the SquashWise Center.
- Market and lead Squash with Your Squad team-building sessions with businesses and nonprofits.

Coaching Responsibilities - Youth Programs

With SquashWise staff:

- Support youth squash activities through coaching, matches, and tournaments.
- Support student recruitment activities to ensure a full roster each year.
- Accompany students to tournaments and weekend squash activities as needed.
- Support in-school PE clinics and on-site field trips with students from area schools.
- Support JV and Varsity athlete development.
- Assist with the transportation of students in SquashWise vehicles as needed.
- Complete and pass all youth protection and transportation safety training in accordance with SquashWise's youth safeguarding policies.

Additional Responsibilities

- Demonstrate commitment to learning and growing skill sets in anti-racism and equity through literature, training, and reflections with the team.
- Participate in required certifications and trainings (i.e., CPR/First Aid, Safe Driving Tests, etc.).
- Other duties as assigned.

EXPERIENCE & EDUCATION REQUIRED

- 5+ years of experience as a squash coach or squash professional.
- High School Diploma or GED required.
- Must have a valid driver's license with at least three years of driving experience and a clean driving record per SquashWise's requirements (checked annually).
- Must pass a background check upon hire and annually. Background checks will include state and federal criminal records, and other relevant screenings as applicable.

SKILLS REQUIRED

- Demonstrated ability to inspire, engage, coach, and support athletes of all levels.
- Excellent verbal and written communication skills.
- Effective time management and organizational skills.
- Ability to work both collaboratively and independently
- Ability to strategize and think "big picture" and deliver on the details
- Ability to learn and adapt quickly to new technologies and software.

Salary and Benefits: \$70,000-\$75,000 plus health benefits, 3% 403b match, and generous PTO.

Ideal Start Date: September 1, 2025

HOW TO APPLY

To apply for the position of Director of Community Squash, please email the following materials to

apply@baltimoresquashwise.org :

- Your **resume** detailing relevant experience and qualifications
- A **cover letter** describing your interest in the role and how your skills and experience align with SquashWise's mission.
- Include **Director of Community Squash** in the subject line of your email.

EQUAL OPPORTUNITY EMPLOYER

SquashWise is an equal opportunity employer committed to an inclusive and welcoming workplace environment, free of discrimination and harassment. We celebrate and support the diverse cultures, perspectives, skills, and experiences within our workforce and our community.