

gsi EXECUTIVESEARCH

CANDIDATE PROFILE

Director of Sailing
Confidential Yacht Club
Gulf Coast

Position Overview

The Director of Sailing leads all on-the-water programming at a private yacht club on the Gulf Coast, with primary responsibility for building and sustaining a nationally competitive youth sailing program. The Director owns the complete sailor pathway, from Learn-to-Sail and Opti Green Fleet through advanced Optimist and 420 racing to high school, team racing and keelboat sailing, and sets the coaching standard, curriculum and culture that carry young sailors from their first day on the water to national and international competition.

Reporting to the General Manager, the Director hires and develops the full-time and seasonal coaching staff, manages the Club's fleet of sailboats and support boats, oversees club-hosted regattas and race management, and grows adult and keelboat programs that extend the Club's sailing community. This is a full-time, year-round leadership position.

Responsibilities

YOUTH SAILING PROGRAM LEADERSHIP

- **Sailor pathway.** Build and lead a clear development path: Learn-to-Sail → Opti Green Fleet → Opti Red/White/Blue → 420 (with ILCA as appropriate) → high school, team racing and keelboat sailing.
- **Curriculum.** Create the overall program strategy, curriculum and lesson plans for every fleet and age group, including summer camps, after-school and weekend training, year-round race teams and on-land sessions for all weather conditions.
- **Progression standards.** Define the skills each sailor must demonstrate to advance between fleets and ensure every coach teaches to the same standard, so instruction is consistent from entry level to high performance.

- **Regatta program.** Plan the youth regatta calendar across local, regional and Gulf Coast circuits and national and international events, managing entries, coaching assignments, travel, logistics and budgets.
- **High school and collegiate track.** Provide management support and coaching for high school sailing and prepare sailors for collegiate sailing through team racing and double-handed training.
- **Growth and community.** Recruit and retain youth sailors from member families and the wider community; work closely with race management, the Board of Directors, parent fleet coordinators and parents.
- **Promotion.** Promote youth sailing through the Club newsletter, weekly youth sailing emails, social media and marketing materials, and celebrate sailor achievements across the membership.

OPTIMIST PROGRAM

- Serve as Head Opti Coach, or directly lead the Head Opti Coach, with particular focus on the advanced and high-performance race team.
- Direct junior coaches working with Learn-to-Sail, Green Fleet and intermediate Red/White/Blue sailors so every level receives appropriate on- and off-the-water instruction.
- Design daily on-water and on-land lesson plans covering boat handling, speed, starting, tactics, rules and heavy- and light-air technique.
- Organize and budget the domestic and international Opti regatta schedule, including USODA national and team-qualifying events, IODA championships and major youth regattas, and travel as coach.

420 AND DOUBLE-HANDED PROGRAM

- Build and lead the 420 fleet as the primary next step for sailors graduating from Optimists.
- Coach, or hire and supervise 420 coaches, for state, regional, national and international events, including US Sailing youth championships and 420 class national and North American events.
- Use the 420 program to prepare sailors for high school and collegiate sailing, including fleet and team racing formats.

KEELBOAT, ADULT AND TEAM RACING PROGRAMS

- Develop keelboat instruction and racing for members, including adult learn-to-sail, crew and skipper development, and periodic sailing lessons.
- Lead planning for a club-owned keelboat fleet for adult and youth team racing, including boat selection, budget and program design.

- Introduce older youth sailors to keelboat racing and crew roles to keep them sailing through high school, college and beyond, and connect them with the Club's racing fleets.

RACE AND REGATTA OPERATIONS

- Partner with Club committees, the Club's Sailing Foundation, Race Committee and Chair to build the sailing events calendar; serve as Principal Race Officer for major club regattas and oversee race officers for other events.
- Publish notices of race, sailing instructions and results promptly, and oversee website content for club-hosted regattas.
- Recruit and train member volunteers for Race Committee; attend Race Committee meetings and coordinate with the Club's Sailing Foundation.
- Use national connections in the sailboat racing community to attract major regattas, youth championships, clinics and guest coaches to the Club.

STAFF, FLEET AND SAFETY

- Hire, train, supervise and develop the Assistant Director, full-time coaches and seasonal and part-time instructors; schedule coaches for practices, clinics and regattas within budget.
- Manage and maintain the Club's fleet of Optimists, 420s, keelboats, coach boats and Race Committee vessels, including registration, repairs, replacement planning, boat storage and trailering to regattas.
- Establish and enforce safety plans, emergency action procedures, coach-boat protocols and youth-protection (SafeSport) practices and lead regular safety training for staff.

FINANCIAL AND ADMINISTRATIVE RESPONSIBILITIES

- Develop and manage budgets for youth sailing, adult and keelboat programs, regattas and race operations with the General Manager, committees and the Sailing Foundation; monitor monthly profit and loss.
- Approve equipment and supply purchases within budget, plan capital expenditures for boats and equipment, and promote responsible use of resources among staff and sailors.
- Advance the goals, tactics and metrics in the Board's strategic plan and perform other duties as assigned.

Qualifications and Experience

REQUIRED SAILING AND COACHING EXPERIENCE

- **Youth program leadership.** Five to 10 years of sailboat racing and training experience, including a minimum of five years as head coach, and a record of building and managing a large multi-fleet youth sailing program.

- **Optimist.** Proven head coaching record with Optimist sailors at every level, from Learn-to-Sail and Green Fleet through advanced Red/White/Blue, including coaching sailors at USODA national-level events.
- **420.** Significant coaching and racing experience in the 420 or a comparable double-handed, spinnaker and trapeze boat, with sailors coached to state, national or international events.
- **Keelboat.** Racing and instruction experience in keelboats, including crew training and one-design or team racing, and the ability to design and launch adult and keelboat programs.
- **Competitive background.** A strong personal competitive sailing resume, including collegiate or high school sailing, with experience in fleet, team and match racing.
- **Fleet management.** Experience maintaining sailboats and support boats, servicing coach boats and trailering boats to regattas.

CERTIFICATIONS

- US Sailing instructor and coach certification, Levels 1 through 3, held or obtained within an agreed timeframe.
- US Sailing Safe Powerboat Handling, CPR/AED and First Aid, and current SafeSport training.
- US Sailing Race Officer certification preferred.

LEADERSHIP AND BUSINESS SKILLS

- Proven success in a private yacht club environment, with the ability to communicate and build relationships with members, parents, committees, the Board and staff.
- Strong leadership in developing and managing full-time and part-time staff.
- Budgeting and multi-program profit-and-loss management; proficiency with Microsoft Office and scheduling, registration and communication software.
- Ability to travel frequently in the United States and internationally with sailors.
- Bachelor’s degree preferred.

Physical Requirements and Work Environment

The position regularly requires use of the hands, talking or hearing and tasting or smelling; frequent standing, walking and sitting; and occasional reaching, climbing, balancing, stooping, kneeling, crouching or crawling. The employee must frequently lift or move up to 10 pounds and occasionally up to 25 pounds. Vision requirements include close, distance, color and peripheral vision, depth perception and the ability to adjust focus.

Work frequently involves outdoor weather and may occasionally include moving mechanical parts, fumes or airborne particles, chemicals, extreme temperatures and electrical hazards. The role

involves extended time on the water in coach boats in heat, sun and changing conditions; early-morning and weekend work during the sailing season; and regular travel to regattas. Noise is generally moderate. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Compensation and Benefits

- Base compensation range of $90,000-$110,000
- Performance bonus
- Professional fees and dues
- Health benefits aligning with employee handbooks
- Relocation allowance
- 401(k) package
- PTO as described in the employee handbook

To Be Considered

Qualified candidates are encouraged to submit a resume and cover letter outlining their interest and relevant experience. For a confidential conversation, please contact a member of the search team:



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