

CANDIDATE PROFILE

Director of Racquets
Westchester Country Club
Rye, New York



www.westchestercc.org

The Organization

Westchester Country Club (WCC) is a premier, family-oriented private club located in Rye, New York. Established in 1922, WCC is recognized as one of the top country clubs in the United States and proudly holds a Platinum Club of America designation, ranked 29th nationally out of 150 clubs. With more than 1,600 members, the Club operates across two campuses: the Main Club and a separate Beach Club situated along the Long Island Sound. Together, they offer an unmatched range of recreational, athletic and lifestyle amenities.

WCC is home to one of the most comprehensive and respected racquet sports programs in the country. The Club features 15 Har-Tru courts, five pristine grass courts and a winter bubble over five indoor Har-Tru courts offering year-round play. In addition, WCC debuted four new pickleball courts in 2025 and the Beach Club offers a multi-functional hard tennis court with two additional pickleball courts. The grass courts, a rare and prestigious feature in modern club tennis, are immaculately maintained and available four days a week during the summer season. This reflects the Club's commitment to preserving the sport's heritage while delivering a premium playing experience.

The platform tennis program includes six courts and a dedicated paddle hut, supporting robust league play, tournaments and social events throughout the fall and winter seasons. The Club has further emerged as a key player in the squash world with a state-of-the-art facility housing six singles courts and one doubles court, hosting a full calendar of junior, adult and professional events, including nationally sanctioned tournaments.

WCC's racquet sports community is dynamic, featuring active interclub teams in tennis, paddle, squash and pickleball. Programming runs throughout the year and is supported by an experienced professional staff and strong committee involvement, giving the next Director of Racquets an exceptional platform to lead and strengthen all disciplines.

Westchester Country Club continues to thrive as both a second home and, for many, their first. Backed by an engaged, multigenerational membership and a seasoned team of racquet professionals, the Club's program reflects a culture of excellence, sustained growth and a deep sense of community that defines WCC's reputation as one of the nation's premier private clubs.

RACQUET SPORTS DEPARTMENT DETAILS

- Number of Members: 1683
- Active Racquet Sports Members: 850
- Annual Racquets Revenue: \$600k

STAFFING

- Tennis: 8 Professionals
- Squash and Pickleball: 4 Professionals
- Paddle: 1 Professionals
- Administration: 1 Admin (shared across all racquet sports)

Position Overview

With its distinguished history and dynamic membership, Westchester Country Club invites an exceptional and visionary Director of Racquets to redefine and modernize tennis, paddle, squash and pickleball. This full-time, year-round executive position reports directly to the Executive Director and works in close partnership with the Racquets Committee Chairperson. The Director of Racquets will provide overarching leadership and coordination across all racquet disciplines, working closely with the existing Directors of Tennis, Platform Tennis, Squash and Pickleball to ensure a cohesive program and member experience across all racquet sports. This position represents not only an opportunity to lead one of the country's most distinguished clubs, but also to set a new standard for how racquet sports are organized, delivered and experienced across the industry.

As the visible and accessible leader of a multi-sport program, this individual will inspire staff and members alike through integrity, professionalism and innovation. They will **unite** a diverse team of professionals under a shared vision, fostering collaboration across all disciplines while maintaining high expectations for accountability, growth and performance. At the same time, they will be a trusted presence for members, engaging them both on and beyond the courts, strengthening relationships, and ensuring that every interaction builds enthusiasm and pride in Westchester's racquet sports culture.

This role requires a strategic leader capable of balancing operational excellence with vision. The Director of Racquets will oversee programming, staff mentorship and member engagement while also managing the operational backbone: financial planning, pro shop oversight, facilities coordination, performance metrics and long-term capital projects. Their leadership will integrate staff and member feedback, translate committee priorities into action and ensure the racquet sports program not only meets current expectations but also anticipates the future needs of a dynamic membership.

The ideal candidate will bring technical credibility and a proven track record across racquet sports but see their greatest impact in leadership rather than personal court time. They will demonstrate emotional intelligence, political acumen and the ability to communicate with clarity and diplomacy at every level of the organization. Above all, they will recognize that this position is not only about strengthening racquet sports at Westchester Country Club but also about shaping the future of the profession itself, creating a model of excellence that will influence how clubs nationwide think about leadership, integration and the member experience.

Responsibilities

The Director of Racquets is a senior executive role providing strategic and operational oversight of all Racquet Sports at Westchester Country Club, with approximately 75% of responsibilities focused off-court on leadership, planning, and execution and 25% on-court to ensure visibility, credibility and engagement with the membership.

ORGANIZATIONAL LEADERSHIP

- Serve as the trusted leader of Racquets, fostering a culture of collaboration, professionalism, accountability and innovation across tennis, paddle, squash and pickleball.
- Partner closely with the Executive Director and Racquets Committee Chairperson to align initiatives, policies and capital planning with the Club's overall strategic direction.
- Balance the interests of members with sound insights and broad community needs, ensuring diplomacy, transparency and fairness in decision-making.
- Represent WCC with distinction in the industry and local community, serving as an ambassador for the Club and a thought leader for the profession.

OPERATIONS AND FACILITY

- Ensure that all Racquets facilities, including the Club's grass courts, indoor and outdoor tennis courts, paddle hut and squash complex, are maintained to the highest standards of safety, playability and presentation.
- Oversee capital improvement projects and evaluate new opportunities such as emerging sports or facilities, using data, demand analysis and return-on-investment planning.
- Collaborate with Facilities and Grounds teams on daily inspections, scheduling and long-term improvements to sustain WCC's Platinum Club status.
- Uphold and enforce Club policies regarding sportsmanship, attire and facility use with consistency and respect.

PROGRAMMING AND MEMBER ENGAGEMENT

- Design and oversee a comprehensive, multi-sport program that balances social, competitive, instructional and family-friendly offerings for all skill levels and ages.
- Integrate member feedback and participation trends to expand engagement, with intentional outreach to under-served groups such as beginners, older adults and new families.
- Launch and lead structured new-member Racquets orientations on a quarterly basis, ensuring seamless integration into the Club's athletic culture.
- Personally engage on-court through select lessons, clinics and events, maintaining teaching credibility and rapport while empowering staff to deliver the majority of programming.
- Encourage camaraderie and pride through interclub competition, tournaments and signature Club events.

FINANCIAL & BUSINESS LEADERSHIP

- Prepare and manage annual operating and capital budgets, ensuring fiscal discipline and alignment with Club goals.
- Oversee payroll, point-of-sale systems and accurate member billing for programs, lessons and events.

- Direct the pro shop operation, including future planning, retail strategy, inventory control and merchandising, in coordination with Club leadership and member expectations.
- Leverage technology and analytics to track participation, evaluate performance and report metrics that guide continuous improvement.

HUMAN RESOURCES & STAFF DEVELOPMENT

- Oversee and approve hiring decisions made by the Directors of Tennis, Platform Tennis, Squash and Pickleball, ensuring alignment with the Club's professional standards, staffing strategy, and service culture. The Director of Racquets retains ultimate responsibility for all hiring and staffing decisions within the department.
- Provide structured onboarding, training and professional development, setting clear expectations and building career pathways for staff.
- Conduct annual evaluations and promote a culture of accountability, collaboration and excellence across the department.
- Encourage cross-discipline collaboration, shared innovation and consistent service standards.

STRATEGIC PLANNING & INDUSTRY ENGAGEMENT

- Work closely with the Executive Director, Racquets Committee and Club leadership to set long-term strategy and ensure Racquets remains a defining strength of WCC.
- Partner with committees to incorporate member perspectives into planning while maintaining professional oversight and alignment with Club priorities.
- Represent WCC in regional and national racquet associations, professional organizations and community events, ensuring the Club's profile as a leader in Racquets.
- Advance the profession of Racquets management by modeling best practices, fostering innovation and shaping standards that other clubs will look to emulate.

Qualifications and Experience

- Bachelor's degree from a four-year college or university, preferably in Sports Management, Business Administration or a related field.
- Minimum five years of progressive leadership experience in Racquets management within a private club, resort or comparable environment.
- Proven track record of staff leadership, program development and member engagement across multiple racquet disciplines (tennis, paddle, squash, and pickleball).
- Demonstrated success in financial management, including budgeting, payroll, retail operations and capital project oversight.
- Proficiency with modern scheduling, management systems and point-of-sale platforms.
- High-level playing and teaching ability in at least one core racquet sport, preferably two, with credibility across others; minimum 4.5+ USTA-equivalent tennis rating preferred.
- Certifications from accredited associations such as USTA, RSPA, PTR, PPR, IPTPA or US Squash Coaching Certification (Level 1–3) are preferred.
- CPR, First Aid and AED certifications required.
- Excellent written and verbal communication skills, with the ability to engage diplomatically across all levels of membership and staff.
- Strong organizational, analytical and strategic planning skills.
- High ethical standards, professionalism and integrity, with a career marked by progressive advancement and stable tenures.

Competitive Compensation

The Club offers a competitive compensation package appropriate for a leadership role at a Platinum Club of America. In addition to a strong base salary, the Director of Racquets is eligible for performance-based incentive compensation.

Benefits include:

- Individual and family health, dental, vision and life insurance
- Retirement program with an employer contribution
- Vacation and paid time off
- Relocation assistance
- Professional association dues and continuing education allowance
- Uniform allowance

Westchester Country Club is an Equal Opportunity Employer.

To be Considered

PLEASE SUBMIT A COVER LETTER AND RESUME BY **NOVEMBER 21, 2025**.

A full background check will be conducted on final candidates. Qualified professionals are invited to submit materials to:



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