



Vicmead Hunt Club, located in Wilmington, Delaware, was founded in 1920 as a foxhunting club. Though the activity of foxhunting ceased long ago, the Club maintains the feel of an intimate country farmhouse, surrounded by horses in open pasture, on acres of undeveloped scenic property. On its two campuses, Vicmead Hunt Club and Bidermann Golf Course, the Club offers a vibrant array of activities including tennis, squash, paddle tennis, golf, swimming, dining, and a full calendar of member social events in this unique ambiance. The two campuses are situated 3 miles apart from one another, each with its own dining facility and the ability to provide on and off premise catering for special events including weddings, golf outings and milestone celebrations.

The Vicmead campus is the heart of this casual family-friendly Club. Here members of all ages gather for relaxed poolside dining in the summer and cozy fireside meals in the winter. Bidermann Golf Course is home to a world-reknown 18-hole course sitting on the quiet landscape of Winterthur Museum. Vicmead and Bidermann's country casual atmosphere and understated elegance make for one of the most unique Club experiences in the entire Mid-Atlantic region. The Club has an incredible culture that values both its members and staff, and the commitment to exceeding member expectations.

VISION STATEMENT

Vicmead Hunt Club is an intimate and highly sought-after private club, enriching the lives of its members by providing outstanding sporting programs, exceptional casual dining, and timeless family experiences and social interactions in a bucolic country atmosphere.

CLUB FACTS

- Approximately 450 families in all membership categories.
- Racquets Employees: 1 Racquets Professional for 12 months, 1 Squash Professional for 12 months, 1 Seasonal Paddle Tennis Assistant Professional for 5 months, 1 Seasonal Tennis Assistant Professional employed for 10-16 weeks
- Average age of members is 56.
- Club uses JONAS software for POS
- 6 Har Tru Tennis Courts
- 3 Platform Tennis Courts with lighting and heating
- 2 Indoor Hard Surface Courts
- 2 Pickleball Courts (Under Construction to open Spring/Summer 2022)
- 2 Single & 1 Doubles Squash Court
- 4 Interclub Ladies Tennis Teams
- 1 Ladies Winter/Summer USTA 3.5
- Racquet Shop - Stringing and Hard Goods
- 9 Racquets Committee members, 10 Women' Tennis Sub-Committee



Director of Racquets Position Profile Greenville, DE

Vicmead Hunt Club (VHC) is seeking to place a highly capable and experienced Director of Racquets (DoR) with a strong record of leadership. A positive, innovative, and energetic approach to VHC programming and duties is essential. In addition to leadership and teambuilding skills, a proven track record of organizing, marketing, and executing quality events, and understanding the importance of embracing Club traditions and values, is paramount.

The DoR's visibility, exceptional customer service and enjoyment of building relationships is critical, as is the ability to relate to the membership in a professional, respectful, and diplomatic manner. It is crucial that the coaching and instructional abilities of the DoR attract all skill levels and member demographics to participate. He/she is also expected to prioritize personal and professional development for themselves and Racquets staff to ensure knowledge and implementation of best practices and current trends, all to ensure a vibrant Racquet Sports Program. This person leads by example as well as through coaching their staff to ensure a safe and welcoming environment for all members and their guests.

Director of Racquets Overview

The DoR is responsible for the management and performance of the VHC Racquet Sports Program and will work directly with the General Manager, Tennis, and Squash Professionals and all related staff to provide consistent and engaging services, clear communication, and effective cost control. The DoR will be responsible for all Tennis, Paddle Tennis, Squash and Pickleball, and their facilities. He/She will serve as an enthusiastic ambassador for all Racquet Sports with the ability to pass on that passion to the team. He/she will plan, promote, and provide staff development opportunities and supervision to execute a diverse calendar of social and competitive programming and high-quality instruction that consistently meets or exceeds member expectations. The DoR will prioritize member experience and enhance participation while incrementally increasing revenues. The DoR is under the direction of the General Manager who in turn is responsible to the Board of Governors through the Club President. The DoR shall conduct themselves according to the standards set forth by the USPTA and the Board of Governors at all times.

Qualifications/Selection Criteria

- Proven ability to successfully set clear expectations and goals for direct reports, holds individuals accountable for outcomes, while providing constructive feedback and support.
- Have the sensitivity and ability to lead the transition of the Club's Racquets Program after the prior DoR served in this role for over thirty years.
- A proven track record in player and program development.
- Previous involvement with Club governance and committees, and the ability to be an active 'partner' with the appropriate Club committees.
- Excellent time management, strong organizational and technological skills.

- Be known for taking ownership and being able to effectively interact and communicate, both in writing and in-person in a professional and appropriate manner.
- Verifiable program creation, refinement and championing new initiatives to consistently improve the member experience.
- A resume showing progressively more responsibility and experience providing instruction to players of various skill and age.
- Proven success at generating and operating within an approved operational and capital budget.
- Experience and strength in developing and implementing strategic goals and collaborating with committees preferred. Past success in utilizing key metrics and benchmarking to support decisions and goal setting.
- A history of operating a retail operation and successfully managing racquets merchandise.
- Experience performing and overseeing court maintenance tasks for various playing surfaces (i.e. har-tru, paddle tennis and hard surface courts).
- A history of involvement with industry related professional organizations (i.e PTR, USPTA, USTA).

Initial Priorities

- Learn and appreciate the history and traditions of Vicmead Hunt Club as soon as possible.
- Develop a positive rapport with fellow members of the Leadership team and, especially, with the General Manager and Racquet Chairs.
- Initiate “howdy rounds”, listen and interact with as many members as possible within the first several months.
- Evaluate the Racquets operation, organizational chart, roles and responsibilities, programs and activities and provide the General Manager and Committee with an assessment approximately ninety days after commencing your role.
- Gain a thorough comprehension of the Strategic Plan and begin to work with committee, General Manager, colleagues, and the Board of Governors to define and support implementation of short and long term goals.

Education and Certification

The ideal candidate should be an engaging and energetic professional with a strong on-court and off-court skill set and a minimum of 5 years of progressive growth and experience in (preferably) a private member-owned country club, or a part of a high-level racquets in a similar hospitality operation. The ideal candidate should have earned a college degree and ideally hold certifications with USPTA/PTR/PPR/PPTR/PPTA.

Club COVID Requirements

The Club does not require staff to be fully vaccinated as a provision of employment. However, the Club does maintain policies that prioritize staff and member safety and comply with state and federal requirements.

Salary and Benefits

Vicmead Hunt Club offers a generous compensation package including salary, bonus, and a benefits package that is commensurate with qualifications and experience. Club is closed Thanksgiving, Christmas and New Year’s Day.

Instructions on How to Apply

You must apply for this role as soon as possible but no later than February 4th. Submissions after the February 4th deadline will be hard-pressed to complete the application process. Interviews will occur by mid to late February, with the new Director of Racquets expected to commence his/her role in early April 2022.

Cover letters should be addressed to Ms. Rachel Leace, CCM – General Manager and clearly articulate why you want to be considered for this position at this point in your career and why the Vicmead Hunt Club, Delaware/Tri-State area will be beneficial to you if selected. All documents should be in Word or PDF format.

Please email your resume and cover letter or any questions to Keith Marking, HR Manager: kmarking@vicmead.com