

DIRECTOR OF RACQUETS PROFILE: BOULDER COUNTRY CLUB BOULDER, CO

DIRECTOR OF RACQUETS OPPORTUNITY AT BOULDER COUNTRY CLUB

Boulder Country Club (BCC) is seeking an accomplished and inspiring Director of Racquets (DOR) to lead one of the premier racquet's operations in Colorado. This is an exceptional opportunity to direct a comprehensive tennis and pickleball program in a vibrant, family-oriented private club known for its active membership and commitment to excellence.

The ideal candidate will be a visible, engaging, and forward-thinking leader with exceptional written and verbal communication skills. A strong aptitude for junior tennis development is essential, along with the ability to create a culture of enthusiasm and professionalism among staff and members alike.

This role requires a DOR with proven experience in leading, hiring, and developing a high-performing team of racquet professionals. The successful candidate will bring organization, creativity, and a clear sense of direction to the department, ensuring consistent staff training, program innovation, and service excellence.

Working collaboratively with the Club's management team, the DOR will build upon BCC's strong foundation to enhance programming, instruction, and member engagement, delivering a world-class experience for players of all ages and abilities.

[Click here to watch a brief video about this opportunity.](#)

ABOUT BOULDER COUNTRY CLUB

Founded in 1922, the club relocated to its current site in 1963 and has since become a premier destination for recreation and relaxation. Nestled near the scenic Colorado Front Range, the club offers breathtaking views of the Flatirons and Indian Peaks while maintaining a strong legacy of excellence and community. Designed with elegance and accessibility in mind, the club has evolved over the decades to accommodate more than 800 member families with three tiers of membership: Social, Par 3, and Full Golf. Each level is tailored to different interests, from social events and fitness access to full golf course privileges.

What sets BCC apart is its variety of high-end amenities. The 18-hole Press Maxwell-designed championship golf course, a 9-hole Par 3 course, expansive practice areas, and an active tournament calendar provide golf enthusiasts with year-round engagement. For non-golfers, the Athletic Center offers indoor and outdoor pools, tennis and pickleball courts, a fitness center equipped with Peloton bikes, group exercise classes, and massage therapy services. The club also offers multiple dining venues, hosting everything from casual meals to elegant wine dinners. Social events such as movies on the lawn, themed parties, and poolside gatherings foster a strong sense of community.

Families, in particular, benefit from the Club's extensive youth programs. Camp BCC offers a variety of fun, structured activities throughout the year, including swim lessons, junior golf, and tennis clinics. With a rich history, world-class amenities, and a vibrant, family-friendly atmosphere, BCC continues to be one of Colorado's most distinguished private clubs.

BOULDER COUNTRY CLUB BY THE NUMBERS

- 850 Active Memberships
- \$16.6M Approximate Gross volume
- Full-Time employees: 108 Employees (FTE), 160 seasonal, 5 Racquets
- Tennis/Racquet Revenue: Approximately \$500,000
- Annual Racquets Budget: Approximately \$650,000

- Approximate Gross Racquets Pro Shop revenue: \$40,000 Club-owned
- Number of tennis teams: 50
- Active adult players: 250-300 Active adult pickleball players: 140-150
- Active junior tennis: 27 Active junior pickleball: 10
- Club POS and Accounting system: Club Essential
- Average member age: 62
- The Club is a 501(c)(7)

BOULDER COUNTRY CLUB WEBSITE: www.bouldercc.org

DIRECTOR OF RACQUETS POSITION OVERVIEW

The Director of Racquets will uphold BCC's rich traditions while introducing fresh, innovative programming for both adult and junior players. This comprehensive leadership role oversees all aspects of the Club's racquets operations, including tennis, pickleball, pro shop management, programming, and staff performance. The DOR will be a visible, engaging leader with exceptional communication skills and a genuine passion for the games of tennis and pickleball. That enthusiasm should inspire and be reflected throughout the entire racquets team.

A key priority for the DOR will be to enhance and elevate the Club's existing programs in a thoughtful, professional manner, building on the strong foundation already in place while driving continued growth and participation across all racquet sports.

Reporting to the General Manager/COO and working in partnership with the Racquets Committee, the DOR will manage the policies, procedures, and programming that define the BCC racquets experience. The overarching responsibility of the DOR is to deliver a high-quality, member-focused racquets program, providing the full range of services expected of a top USTA professional, including but not limited to:

INITIAL PRIORITIES OF THE NEW DIRECTOR OF RACQUETS

Leadership & Management

- Serve as a passionate ambassador for all racquet sports, fostering a culture of enthusiasm, professionalism, and inclusivity among members and staff.
- Provide strong, visible leadership and direction to all racquet's professionals, pro shop personnel, and seasonal interns (staff of approximately seven).
- Oversee the daily operations of the racquets department, ensuring efficiency, professionalism, and alignment with BCC's mission and values.
- Lead all hiring, onboarding, and training initiatives, ensuring staff development, consistency, and excellence in member service.
- Work closely with the Racquets Committee, providing guidance and clear communication to support the Club's goals and vision.
- Promote the integration of tennis and pickleball within the Club's racquets culture to ensure both sports are valued and embraced by the membership.

Programming & Member Engagement

- Design, schedule, and manage a full calendar of clinics, tournaments, round robins, social events, and special activities for men, women, and juniors.
- Innovate and enhance programming to maximize participation, engagement, and enjoyment across all racquet sports.
- Oversee league team organization, practices, and governance, ensuring fairness, structure, and clarity in communication.
- Optimize peak court usage and develop creative scheduling systems, especially during the indoor season, to maintain strong member satisfaction.

Instruction & Player Development

- Establish and communicate a clear teaching philosophy that aligns with BCC's values and traditions.

- Provide up to 15 hours per week of on-court instruction to adults and juniors, fostering skill development, enthusiasm, and relationships with members.
- Oversee all instruction delivered by the professional staff to ensure consistency and quality of teaching across the department.

Junior Tennis Leadership

- Develop and manage a comprehensive, creative, and well-structured junior program serving all levels—from beginner to competitive.
- Design a clear pathway for junior development, ensuring the professional staff is trained to deliver consistent instruction and messaging.
- Demonstrate expertise with USTA’s “10 and Under Tennis” framework and youth development best practices.
- Organize instruction, competitive play, and team opportunities to inspire participation and long-term player retention.

Administration & Operations

- Manage all racquets department finances, including budgeting, payroll, and monthly performance tracking.
- Oversee POS operations to ensure accurate billing, reporting, and inventory management.
- Operate a high-quality retail and merchandise operation aligned with member expectations.
- Attend senior leadership, Racquets Committee, and sub-committee meetings as required.
- Conduct regular staff meetings to maintain clear communication and operational consistency.
- Ensure all club rules, regulations, and standards of conduct are upheld professionally and equitably.
- Collaborate with the communications team to promote programs, events, and results via digital and print channels.

CANDIDATE QUALIFICATIONS EXPERIENCE AND PERSONAL ATTRIBUTES

- The ideal candidate will be an engaging, polished professional with a minimum of five (5) years of progressive racquets management experience, ideally as a Director of Racquets in a private club or as a seasoned Head Professional from a high-performing club seeking the next step in their career.
- Experience in a private, member-owned country club with multi-dimensional racquet operations is preferred; however, comparable experience leading racquet operations in a high-level hospitality or resort environment will also be considered.
- A strong track record of leadership, staff development, and program innovation is essential, along with proven success in delivering instructional programs for players of all ages and skill levels. The successful candidate will demonstrate exceptional communication skills, integrity, and the highest ethical and professional standards.
- History of innovation and a champion of new ideas and initiatives; looking to consistently improve member experiences and operational efficiency.
- Strong operational management record.
- Mentor to his or her staff.
- 5.0 tennis playing competency or above.
- Industry talent leader (can assemble a high-performance and talented team that works well together).

EDUCATION AND CERTIFICATION QUALIFICATIONS

The ideal candidate should have earned a college degree and ideally hold certifications with PTR/PPR/RSPA. Ideal candidates have attained or enrolled in the DORS “Director of Racquets Sports” program by the University of Florida, certified through the PTR and RSPA.

EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.

SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The Club offers an excellent bonus and benefits package, including association membership. Salary Range: \$80,000 to \$125,000 plus bonus and commissions.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in that order using the link below. You should have your documents fully prepared to be attached when prompted for them during the online application process. Please be sure your image is not present on your resume or cover letter; that should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Boulder Country Club search committee/Mr. Michael Larson Chief Operating Officer/General Manager**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why BCC and the Boulder area will benefit you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible, but no later than Monday, November 10, 2025. Candidate selections will occur in mid-November with interviews in early December. The new candidate should assume his/her role at the start of 2026.

IMPORTANT: Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Boulder Country Club”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Katy Eliades: katy@kkandw.com

Lead Search Executive:

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