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CHIEF OPERATING OFFICER PROFILE: JUNIOR TENNIS CHAMPIONS CENTER COLLEGE PARK, MD

CHIEF OPERATING OFFICER OPPORTUNITY AT JUNIOR TENNIS CHAMPIONS CENTER

Junior Tennis Champions Center (JTCC) seeks an accomplished and strategic leader to serve as its next Chief Operating Officer (COO). Reporting directly to the Chief Executive Officer, the COO will oversee the day-to-day operations of this multi-site nonprofit organization while ensuring operational excellence, financial sustainability, and alignment with JTCC's mission.

Headquartered in College Park, Maryland, JTCC operates a 30-court flagship facility (15 indoor / 15 outdoor) and satellite locations in Chantilly, Virginia; Potomac, Maryland; and Jacksonville, Florida. The COO will lead operational oversight across all locations while directly supervising key functional areas, including finance, human resources, facilities, programming, and administration.

JTCC seeks a collaborative and mission-driven operational leader who brings strong organizational discipline, systems thinking, and the ability to build trust across teams. The successful candidate will be an active listener who strengthens communication and alignment across departments while supporting the organization's continued, thoughtful growth.

A primary near-term priority will be leading an approved \$11 million capital expansion project at the College Park campus, including the development of 10 additional courts, a new clubhouse, and expanded food and beverage operations.

The Chief Operating Officer will work closely with the CEO, Executive Team, and Board of Directors while serving as a strategic partner in advancing JTCC's long-term sustainability and national reputation.

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

ABOUT JUNIOR TENNIS CHAMPIONS CENTER

Founded in 1999, JTCC is a 501(c)(3) nonprofit organization dedicated to transforming lives through tennis. Originally established to provide high-performance training for junior athletes pursuing collegiate scholarships, the organization has helped more than 300 alumni earn over \$24 million in scholarships and financial aid.

In 2009, JTCC expanded its mission to "Tennis for Everybody," delivering inclusive programming for youth in underserved communities, adaptive tennis for wheelchair athletes and Special Olympians, programming for military veterans, and a comprehensive adult pathway.

JTCC is recognized nationally by the United States Tennis Association as a model facility and program for excellence, accessibility, and impact.

The organization's mission:

Excellence on the court. Equity in access to opportunity. Commitment to developing the whole person.

JUNIOR TENNIS CHAMPIONS CENTER BY THE NUMBERS

- Organization Type: 501(c)(3) Nonprofit
- Headquarters Courts: 30 (15 Indoor / 15 Outdoor)
- Additional Courts (Planned 2027 Expansion): 10
- Satellite Locations: 3
- Total Memberships: 300
- Total Staff Across All Facilities: 53

- Annual Revenue Approximately: \$12.5M
- Capital Expansion Project: \$11M
- Facility Amenities: Fitness Center, Locker Rooms, Clubhouse, Pro Shop

JUNIOR TENNIS CHAMPIONS CENTER WEBSITE: www.jtcc.org

CHIEF OPERATING OFFICER – POSITION OVERVIEW

The Chief Operating Officer will serve as the organization's senior operational executive. The COO will manage the Association's administrative and business functions and ensure alignment between strategy and execution.

This leader will oversee financial management, human resources, facilities operations, program coordination, and performance measurement systems. The COO will also partner with the CEO on strategic planning, governance support, and capital project execution.

The ideal candidate will demonstrate strong operational leadership experience in a multi-site organization, exceptional financial acumen, and the ability to manage complex growth initiatives. Tennis industry experience is beneficial but not required.

KEY LEADERSHIP & BEHAVIORAL COMPETENCIES

- Strategic Leadership: Ability to translate mission into operational execution while aligning teams, systems, and resources around long-term objectives.
- Operational Excellence: Demonstrated ability to manage facilities, programming, technology, and administrative functions with efficiency and discipline.
- Financial Acumen: Strong understanding of nonprofit finance, budgeting, forecasting, compliance, and financial reporting.
- Capital Project Leadership: Experience overseeing significant capital improvements, vendor coordination, and timeline management.
- Team Development & Staff Leadership: Ability to recruit, retain, mentor, and evaluate high-performing teams while fostering a collaborative and accountable culture.
- Relationship Management: Skill in building productive relationships with board members, donors, sponsors, government officials, and industry stakeholders.
- Communication Skills: Ability to communicate clearly, persuasively, and professionally across varied audiences.
- Performance Measurement: Experience in establishing and tracking KPIs to evaluate organizational effectiveness.
- Ethics & Governance: Commitment to integrity, compliance, risk management, and transparency.

RESPONSIBILITIES

- Develop and execute operational strategies aligned with JTCC's strategic plan.
- Oversee finance, budgeting, reporting, and collaboration with outsourced accounting partners.
- Lead human resources functions, including recruitment, performance reviews, and organizational design.
- Direct multi-site facility operations and ensure consistent standards of excellence. This will average 6-8 weeks off the property
- Provide oversight of programming growth initiatives and expansion opportunities.
- Lead implementation of the \$11 million capital expansion project.
- Establish measurable KPIs and performance dashboards.
- Ensure compliance with all legal, regulatory, and nonprofit governance requirements.
- Serve as a key spokesperson and representative of the organization when appropriate.
- Collaborate closely with the CEO and the Board in advance of organizational objectives.

CANDIDATE QUALIFICATIONS

- Minimum of five (5) years of progressive senior leadership experience in a comparable organization.
- Proven financial management expertise.
- Demonstrated operational leadership in a multi-site or complex organization.
- Experience in nonprofit management, hospitality, association management, or sports-related enterprises preferred.
- Experience in capital project oversight is highly desirable.
- Alignment with JTCC's mission and commitment to community impact.

EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

A bachelor's degree is preferred; an advanced degree in business administration, management, marketing, law, or a related field is strongly preferred.

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 projected at \$225,000 – \$275,000 plus performance-based bonus, commensurate with qualifications and experience.

The organization offers a comprehensive benefits package including health, dental, vision, employer-sponsored 401(k), paid time off, and professional development support.

Relocation assistance is available.

INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to **Mr. Martin Blackman, Chief Executive Officer**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why JTCC and the College Park 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 Friday, March 20, 2026. Candidate selections will occur in mid-March, with interviews taking place in late March. Second interviews a short time later.

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

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter - Junior Tennis Champions Center”

(These documents should be in Word or PDF format.)

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

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

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

Lead Search Executives:

Len Simard, USTA Coaching Professional, PTR, PPR, PPTR Professional, RSPA Master Professional
Search & Consulting Executive

O: (833) KKW-HIRE, ext.718

M: (407) 463-8923

len@kkandw.com

Kurt D. Kuebler, CCM, CMAA Fellow

Partner

M: (407) 864-6798

kurt@kkandw.com