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DIRECTOR OF SPORT PROFILE: THE VALLEY CLUB SUN VALLEY, ID

DIRECTOR OF SPORT OPPORTUNITY AT THE VALLEY CLUB

The Valley Club is seeking an accomplished, engaging leader to serve as its next Director of Sport. This is an exceptional opportunity to lead the Club's West Campus, bringing together fitness, wellness, aquatics, racquets, spa, and retail into a welcoming, cohesive member experience. The successful candidate will build on the strengths of the existing operation while introducing fresh ideas, expanding participation and enhancing year-round programming for members of all ages and abilities.

Reporting directly to the General Manager, the Director will lead and develop the Fitness Director, Director of Racquets, Front Desk Manager, and their respective teams. As the visible and accessible leader of the West Campus, this individual will build meaningful relationships with members, establish clear expectations for staff and work collaboratively across Club departments. The role calls for a leader who combines personal engagement with sound business judgment, operational discipline, and a commitment to helping shape the future of sport and wellness at The Valley Club.

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

ABOUT THE VALLEY CLUB

Founded in 1996, The Valley Club is a premier private club in Sun Valley, Idaho, situated on 237 acres in the Wood River Valley. Serving 768 members with a waiting list of more than 130 prospective members, the Club offers an extensive range of golf, sport, wellness, and social amenities. Governed by a nine-member Board of Directors, The Valley Club features 27 holes of golf, a 22,500-square-foot clubhouse and multiple dining venues.

The Club's 8,500-square-foot West Campus serves as the center of its sport and wellness offerings. Amenities include seven outdoor and three indoor tennis courts, eight outdoor and four indoor pickleball courts, a recently added padel court, platform tennis, lap, family, and spa pools, a fitness center, a group fitness studio, massage treatment rooms, and retail. Indoor racquet facilities support year-round participation, while the Moose Grill connects sport and wellness activities with dining and social opportunities. The Club continues to invest in the member experience, including four golf simulator bays scheduled to open in fall 2026.

THE VALLEY CLUB BY THE NUMBERS

- Gross revenue: Approximately \$16.2M
- Initiation fee: \$150,000
- Annual Dues: \$15,792
- Sports Annual Budget: Approximately \$1.03M
- Total number of courts: 17 outdoor, 7 indoor
- Approximate Number of members: Full 478, Golf social 150, Social 140
- Approximate Number of adults participating in sports: 955
- Approximate Average age: 69
- Club POS and Accounting Software: Northstar

THE VALLEY CLUB WEBSITE: www.thevalleyclub.org

DIRECTOR OF SPORT - POSITION OVERVIEW

The Director of Sport is responsible for programming, daily operations, financial performance, and the member experience across The Valley Club's West Campus, including fitness, wellness, aquatics, racquets, spa, retail, and front desk services. Working closely with the General Manager and departmental leaders, the Director sets service standards, manages operating and capital budgets, develops staff, and ensures facilities are safe, welcoming, and well maintained.

A central responsibility is coordinating a year-round programming calendar that increases participation, strengthens member connections, and makes effective use of available facilities. The Director ensures clear member communication, consistent reservation and check-in procedures, and fair application of Club policies. Collaboration with Food & Beverage, Facilities, and other Club departments is essential to delivering a seamless member experience.

This highly visible management role requires accessibility to members and active involvement throughout the West Campus. Personal instruction or training will be limited to no more than ten hours per week, with seasonal expectations established in collaboration with the General Manager, allowing the Director to focus on leadership and overall operations.

INITIAL PRIORITIES OF THE NEW DIRECTOR OF SPORT

LEADERSHIP & MEMBER EXPERIENCE

- Build trust through visibility, active listening, and consistent follow-through with members and staff.
- Assess the member experience across the West Campus and address immediate opportunities to improve service, communication, and access.
- Establish clear service expectations and apply Club policies fairly and consistently.

PROGRAMMING & OPERATIONS

- Evaluate the programming calendar and develop coordinated, year-round offerings across fitness, wellness, aquatics, and racquets.
- Reinvigorate tennis participation, build on pickleball's strengths, and support the continued development of padel.
- Review fitness class variety, scheduling, and capacity to improve member access within existing facilities.
- Improve reservations, check-in, and usage tracking, and coordinate sport and social events with Food & Beverage.

TEAM DEVELOPMENT

- Assess staffing, reporting relationships, and responsibilities with departmental leaders.
- Establish clear performance expectations and mentor a collaborative team that takes ownership and solves problems.
- Strengthen recruitment, retention, and professional development while ensuring required certifications and training remain current.

FINANCIAL & ADMINISTRATIVE MANAGEMENT

- Review operating budgets, staffing costs, program pricing, and revenue performance with the General Manager.
- Evaluate billing accuracy, retail inventory controls, and administrative procedures.
- Provide timely reports on participation, facility utilization, member satisfaction, and financial results to the General Manager and relevant committees.

SAFETY & FACILITIES

- Review cleanliness, maintenance, and service standards throughout the West Campus, including locker rooms, pools, and fitness spaces.
- Evaluate emergency procedures, staff preparedness and applicable safety requirements.
- Work with the General Manager and Facilities Director to prioritize repairs, equipment replacement and future capital needs.

CANDIDATE QUALIFICATIONS

- Demonstrated leadership success in a private club environment, with experience overseeing fitness, wellness, racquets, or comparable recreation operations.
- Proven ability to lead departmental managers, establish accountability, and recruit, mentor, and retain a service-oriented team.
- Success developing year-round programming that increases participation and serves members of varying ages, interests, and abilities.
- Strong financial and administrative skills, including budgeting, labor management, revenue oversight and operational reporting.
- Excellent verbal and written communication skills, with an approachable leadership style and consistent follow-through.
- Sound judgment in addressing member concerns, applying policies fairly and balancing member expectations with staff and operational needs.
- Ability to improve facility utilization and collaborate effectively with other departments, senior leadership, and committees.
- Experience contributing to capital planning, facility improvements, or renovation projects is desirable.

EDUCATION & CERTIFICATIONS QUALIFICATIONS

- A bachelor's degree is preferred, ideally in hospitality management, recreation, sport management, or a related field.
- A minimum of three years of leadership experience in a private club, overseeing racquets, fitness, wellness, or recreation operations.
- Current CPR/AED and First Aid certifications, or the ability to obtain them within 60 days of appointment.
- Relevant professional certifications in racquets, fitness, or wellness are encouraged. The University of Florida's Director of Racquet Sports designation is a plus.
- A demonstrated commitment to continuing education and professional development.

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.

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 **Mr. Kevin Caldabaugh, General Manager**, and clearly articulate your alignment with this role and why you want to be considered for this position at this stage of your career, and why TVC and the Sun Valley area will be beneficial to you, your family, your career, and the Club if selected.

You must apply for this role as soon as possible but no later than Thursday, October 22, 2026. Candidate selections will occur in early November, with live Interviews expected in late November. The new candidate would ideally assume their role in the new year.

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

"Last Name, First Name - Resume" &

"Last Name, First Name - Cover Letter – The Valley 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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