

**U.S. Olympic & Paralympic Committee  
Senior Vice President, Chief of Operations  
Colorado Springs, Colorado; Denver, Colorado; or Los Angeles, California**

Founded in 1894 and headquartered in Colorado Springs, Colorado, the U.S. Olympic & Paralympic Committee (USOPC) serves as both the National Olympic Committee and National Paralympic Committee for the United States. The USOPC is focused on protecting, supporting, and empowering America's athletes, and is responsible for fielding U.S. teams for the Olympic, Paralympic, Youth Olympic, Pan American and Parapan American Games, and serving as the steward of the Olympic and Paralympic movements in the U.S.

A 501(c)(3) nonprofit organization, the USOPC is one of the only National Olympic/Paralympic Committees in the world that does not receive government funding for its Olympic and Paralympic programs (other than for select Paralympic military veteran programs), instead relying on the generous support of a committed community of donors and sponsors. Increasing philanthropic support for U.S. athletes is one of the USOPC's highest strategic priorities. Hence, the organization has established the U.S. Olympic and Paralympic Foundation (USOPF) as the fundraising organization for the USOPC and is investing significant resources in its Development division.

Relying on the generosity of the American public to help U.S. athletes remain competitive with the rest of the world, our nation stands apart from others – our Olympic and Paralympic Teams are not just cheered by an enthusiastic national fan base but funded by one. The Olympic and Paralympic Games 2028 to be held in Los Angeles offer an extraordinary opportunity for public engagement and further growing the base of philanthropic support and revenue. A long-term, moonshot goal of the USOPC is to attain 1 million U.S. households (less than 1% of all U.S. households) each giving \$50 to \$100 in support of Team USA athletes.

Amid this backdrop of prospective transformational public engagement and philanthropic growth, the USOPC seeks candidates for Senior Vice President, Chief of Operations (SVP). The SVP is a key member of the U.S. Olympic & Paralympic Foundation leadership team and partners with the Chief Development Officer (CDO) to provide strategic leadership and direction for all development operations functions of the United States Olympic & Paralympic Committee (USOPC) and the United States Olympic and Paralympic Foundation (USOPF). The SVP ensures that all functional areas develop strategies that support the short and long-range fundraising goals of the USOPF. They manage a team with three direct reports (Director of Development Analytics & Revenue Growth, Director of Experiential Engagement, and Director of Donor Experience) and approximately 14 staff overall.

The SVP must demonstrate a strong ability to inspire commitment and foster an outstanding level of innovation. A key thought partner to the Chief Development Officer, they will be at the vanguard of advancing systemic organizational change and delivering results that take the USOPF to the next level in all operational and strategic business practices. Key areas of focus for the SVP include the following: identifying USOPC and USOPF needs and translating them into strategic fundraising priorities; identifying and interpreting the analytics of effective fundraising and recommending adaptations in behaviors or processes to enhance success; and assisting in day-to-day oversight of governance matters. From the identification and packaging of fundraising opportunities to providing related trainings to leveraging market segmentation and data analytics to measuring success, the SVP is a key figure in optimizing the performance and productivity of the organization's fundraisers.

While the USOPC will consider a broad range of backgrounds, the ideal candidate will have the following qualifications/experience:

- Understanding of and passion for the Olympic & Paralympic Movement; deep, nuanced appreciation of the power of sport.
- Fifteen or more years of successful experience in operations-focused roles, preferably in a large, sophisticated nonprofit setting inclusive of development and direct fundraising. Understanding of development and direct fundraising experience is also preferred.

- Demonstrated ability to build, mentor, and maintain a multi-faceted, diverse, and high-performing professional staff. Track record of effective recruitment, motivation, leadership, and team development, while setting strategic direction, establishing goals, benchmarking, and shared accountability, as well as working cross-departmentally when necessary to achieve results.
- Demonstrated commitment to and understanding of how to build diversity, equity, and inclusion among colleagues and other stakeholders; culturally competent with respect to issues such as racial, cultural, religious, sexual, and gender identity. Skilled at delivering solutions in evolving, multi-cultural environments.
- Critical negotiating experience, specifically with regards to contracts with vendors and other external partnerships.
- Proven success managing complex, multi-faceted events. Hospitality experience working with high-net-worth constituents preferred.
- Strong financial and business acumen and application. Proven skill in analyzing and interpreting data to drive strategies.
- A forward thinker with a track record that demonstrates initiative and creativity.
- Experience partnering with senior organizational leaders and board members to help drive strategy forward while making significant impact.
- Ability to motivate others, including peers and direct reports, to reach goals.

Download the full position description via the following link:

<https://diversifiedsearchgroup.com/search/19414-usopc-svp-coo>

#### **Equal Employment Opportunity Statement**

The USOPC is committed to making decisions regarding recruiting, hiring, promoting, assignment, training, termination, and other terms and conditions of employment without unlawful discrimination on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from employment discrimination.

#### **COVID-19 Vaccination**

Effective November 1, 2021, the USOPC is requiring all employees to be vaccinated against COVID-19. In accordance with the USOPC's duty to provide and maintain a workplace that is free of known hazards, we are adopting this requirement to safeguard the health and safety of our team members, Team USA athletes, coaches, trainers, contractors, and vendors. Any and all job offers will be contingent upon proof of vaccination or an approved exemption from the requirement due to medical or religious reasons.

The USOPC has retained the DSG Fundraising & Advancement Practice of the Diversified Search Group to assist in this confidential search process. Inquiries, nominations, and applications (current resumes and cover letters) may be submitted via the following link – <https://talent-profile.diversifiedsearchgroup.com/search/v2/19414> or directed to:

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\* The annual salary for the role is currently anticipated as follows, commensurate with experience: for Colorado Springs and Denver, Colorado, ranging from \$197,000 to \$250,000; for Los Angeles, California, ranging from \$228,000 to \$290,000. The role has a 25% bonus target.