



## **Who We Are**

We are Tennis! The USTA (United States Tennis Association) is the national governing body for the sport of tennis and the leader in promoting and developing the sport's growth on every level in the United States, from local communities to the crown jewel of the professional game, the US Open.

## **Why Work for the USTA?**

We are a passionate team of staff and volunteers focused on growing the sport of tennis and making it accessible to all. We are committed to removing barriers and creating opportunities for ALL to participate. Don't know tennis? Don't worry, you can still find yourself in the game!

## **The Role**

### **Strategy, Planning, and Management**

- Oversee the finance function and work closely with the CEO, COO, and Board of Directors on strategic initiatives.
- Participate in key decisions as a member of the executive management team.
- Drive organizational growth by analyzing economic trends, identifying revenue opportunities, and projecting expansion projects.
- Establish short and long-term financial objectives aligned with the company's growth plan, while working with internal leaders on managing and rethinking budgets to ultimately become leaner and more efficient.
- Develop and communicate a compelling financial vision to engage internal and external stakeholders at all levels.
- Lead the overall strategic investment process, including financing of acquisitions and large-scale capital investment projects. The ideal candidate will have experience with rating agencies for long-term debt management (over \$500M).

### **Financial Analysis, Budgeting, and Forecasting**

- Provide timely and accurate analysis of budgets, financial reports, and trends.
- Monitor financial performance, analyze results, and initiate corrective actions.

- Maximize return on invested funds and maintain relationships with the investment community.
- Ensure compliance with accounting principles and regulatory laws.

- Serve as a thought partner to the CEO and the rest of the executive staff. Lead the regular presentation of financials to top-level executives and the Board of Directors.

### **Accounting, General Ledger, Administration and Operations**

- Manage the company's cash balance and working capital.
- Implement controls, maintain documentation for regulatory compliance, and oversee tax filings and audits.
- Build a high-performing internal finance department through recruitment, training, and development.
- Lead risk management and procurement strategies.
- Serve as the lead representative of the organization during external audits.
- Work across the extended organization (including affiliate offices) to consult/advise on financial matters and oversee the shared services operation.

### **Who You Are**

- 10+ years of financial and management experience in organizations with at least 100 employees.
- Passion for the mission and values of the organization. Passion for and a general understanding of sports are preferred.
- Strong analytical, strategic planning, and communication skills.
- Experience with corporate governance and change management.
- Willingness to travel and work non-traditional hours.
- Expertise in implementing systems to drive productivity and accuracy.
- Familiarity with complex business structures.

- Proven ability to present financial results to diverse stakeholders.
- Ability to inspire confidence, trust, and accountability.
- Education: Bachelor's degree; M.B.A. preferred.

## What We Offer

- **Flexibility:** Our Hybrid with Flexibility approach combines a balance of remote working with in-office collaboration to spark teamwork and creativity.
- **Comprehensive benefits designed to meet your unique needs:** Medical, dental, vision, access to doctors virtually, a flexible spending account to manage your health and dependent care expenses, and life and disability insurance are a small part of our offerings.
- **Time to recharge and energize:** Generous paid time off policy, including vacation, sick, personal, and paid holidays, parental leave, and a paid winter recess.
- **Plan for your future financially and professionally:** 401(k) with employer matching (up to 3%), promotional and growth opportunities, Learning and Development programs to learn on the job, and up to \$5,000 for tuition reimbursement.
- **Mental and emotional wellness:** Resources for overall well-being, including mental health and meditation benefits.
- **Other cool perks:** A personalized health management program, pet insurance, commuter benefits, identity theft protection, discounts with our network of partners, and fun events are just a few of the optional benefits available.

The expected range for the annual base salary for this position is \$400,000 to \$500,000. This position is exempt. Any additional pay or benefits a person may qualify for, are not included in this range. The actual base salary offered is determined by several variables, including, as appropriate, the applicant's qualifications for the position, the years of relevant experience, their unique skills, and the location from which they will be performing the job.

**Come One, Come All**

We strongly encourage you to apply if you're interested; we'd love to learn how you can "serve" our team with your unique experience!

USTA is dedicated to providing equal employment opportunities for all individuals, regardless of age, disability, national origin, race, color, religion, sex, sexual orientation, gender, gender identity, or expression, pregnancy, veteran status, marital status, family status, alienage or citizenship status, creed, genetic information, or any other status protected by applicable federal, state, or local law.

*Interested candidates should contact Nolan Partners directly. Please do not contact the USTA directly, as it will only delay consideration.*

**Chad Biagini**  
**President**

Tel: +1 310.692.5292

[cbiagini@nolanpartners.com](mailto:cbiagini@nolanpartners.com)

**Kari Goodwin**  
**Head of Recruiting Operations**

Tel: +1 615.478.5274

[kgoodwin@nolanpartners.com](mailto:kgoodwin@nolanpartners.com)

**Griffin Bronson**  
**Researcher**

Tel: +1 817.999.1502

[gbronson@nolanpartners.com](mailto:gbronson@nolanpartners.com)