



## **DIRECTOR OF RACQUETS**

### **Birmingham Athletic Club (BAC)**

#### **Bloomfield Hills, Michigan**

#### **About Birmingham Athletic Club**

Birmingham Athletic Club, home to nearly 600 proud families, is one of the Midwest's premier private racquet and fitness-focused clubs, known for warm hospitality, exceptional programming, and a strong family culture. Since 1955, the Club has blended tradition with continuous innovation. Members enjoy high-quality racquet sport facilities including eight Har-Tru clay tennis courts; four platform/paddle courts; four new pickleball courts scheduled to open spring of 2026; a modern two-level fitness center with Peloton equipment, free weights and machines; two seasonal pools; five singles squash courts and one doubles squash court; multiple member dining and banquet venues; and lively social spaces that bring members together throughout the year. At BAC, racquet sports are truly the heartbeat of the community - active, social, and multigenerational.

#### **The Position**

The Club is seeking a Director of Racquets to lead all Tennis, Pickleball, and Platform/Paddle operations across junior and adult programming for both men and women of all skill levels. This highly visible and influential leader will shape the strategic direction of racquet sports at BAC, owning the design and execution of year-round programming, the development and mentoring of a professional staff, and the delivery of an engaging, energized member experience. Initially, top priorities include gaining an understanding of member expectations through member engagement, growth of hallmark events participation levels, and establishing a strong and talented seasonal summer staff of assistants. The Director of Racquets reports directly to the General Manager/COO and is a key partner in shaping the Club's future, particularly as BAC continues to evolve with new amenities and capital improvements.

#### **Capital Projects & Future Vision – Why This Is a Career-Defining Opportunity**

BAC is in the midst of a transformative, multi-phase capital improvement plan that positions the club for a new era of growth, member engagement, and program expansion. The "BAC 70 – Renew and Elevate" initiative includes a redesigned outdoor racquet and

social experience featuring upgraded terraces, a terrace bar and outdoor dining venue, improved tennis and paddle court playing surfaces, and enhancements to support year-round racquet programming. These improvements are already underway and are scheduled to deliver new energy to the Club's outdoor racquet environment by the upcoming summer season.

In addition, the Club is actively researching and planning future phases that include expanded racquet amenities, enhancements to platform and pickleball infrastructure, and continued investment in social and hospitality spaces surrounding racquet facilities. The Director of Racquets will be a strategic partner in these decisions, influencing layout, member flow, amenity design, and operational needs. Few roles offer this level of impact: the successful candidate will not only lead the program but help shape the Club's long-term racquet identity. This is an ideal opportunity for a racquets professional who enjoys building, not just maintaining; creating, not just operating; and driving member excitement through change and innovation.

### **Role & Leadership Expectations**

The Director of Racquets creates the annual vision and calendar for racquet programming including clinics, leagues, ladders, signature events, private lessons, and social mixers ensuring offerings are attractive and fresh, member-focused, and thoughtfully structured and inviting for all ages and skill levels. The successful candidate will be consistently visible courtside and in social spaces, forming strong personal connections with members and serving as the ambassador and champion for racquet sports at the BAC.

Member communication is an essential part of this position. The Director of Racquets will communicate clearly and consistently through email, app announcements, digital boards, and seasonal program guides. A proactive approach is expected; BAC values anticipation over reaction, and the role requires someone who can listen to and accept member feedback to continuously elevate the experience.

Operationally, the Director of Racquets is responsible for hiring, scheduling, mentoring, and evaluating both seasonal and year-round professionals. They are expected to build a positive, cohesive team culture where service standards are clear and accountability is embraced. The Director leads with a coaching mindset—developing professionals, not competing with them. The position also owns the departmental financial performance, including budgeting, pricing strategy, payroll oversight, and the evaluation of participation, and member satisfaction metrics. The Director partners closely with the General Manager on facility planning, court conditions, equipment needs, and long-range capital improvements.

### **What Success Looks Like**

Within the first year, the Director of Racquets will have delivered visible growth in program participation across juniors and adults of all skill levels. Signature events will feel elevated and well-promoted, and communication will be consistent and proactive. Members will describe the program as energetic, inclusive, and well-run. The racquets staff will operate confidently within clear expectations, and the department will run with discipline, consistency, and reliable planning. Most importantly, the Director's presence will be positively felt in relationships, in leadership, and in the vibrancy of the racquet programming.

### **Ideal Candidate Profile**

This role requires a confident, polished, and member-centric leader with a demonstrated history of growing racquet programs, inspiring participation, and developing professional staff. The ideal candidate is equally passionate about people and programming. They thrive in a relationship-driven environment, understand private club diplomacy, communicate with warmth and clarity, and take pride in being visible and approachable. They possess strong playing and teaching capability and the professional credibility to guide staff and connect with members at all levels of play, while consistently demonstrating professionalism and maintaining the highest ethical standards.

### **Qualifications**

Successful candidates will have a minimum of five years experience as a Head Racquets or Head Tennis Professional creating and managing full-season racquet calendars and leading both staff and programming in tennis, pickleball, and platform/paddle. Proven success in overseeing full and robust programs including tennis, platform/paddle, and pickleball is required, as is experience managing departmental budgets, leading committee interactions, and growing programs and events for all skill levels, is required. Certifications such as USPTA, PTR, PPR, or APTA are preferred, and a bachelor's degree in sports management, hospitality, business, or a related field is valuable, though not required. Knowledge of court maintenance, including Har-Tru clay courts, hard-surfaced pickleball courts, and platform tennis courts, preferred.

### **Compensation & Benefits**

Compensation is competitive and commensurate with experience and skill set, with an excellent benefits package, including professional shop ownership and association membership. The Club supports professional development and encourages continued learning through associations and certification programs.

### **To Apply**

Interested candidates are encouraged to apply as soon as possible. Resumes will be

received through December 12, 2025. Initial interviews will immediately follow with in-person interviews in early January. The successful candidate should expect to assume their role in February 2026.

Candidates should submit their résumé and cover letter explaining how this role aligns with your experience and goals, why you're seeking it at this point in your career, and how choosing you would benefit the Birmingham Athletic Club, the Birmingham community, your family, your professional growth, and the Club as a whole.

**Derek Jacques, CCM**

General Manager/COO

Birmingham Athletic Club

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