



Executive Director, COM Aquatics Center

Job Summary

World-class aquatics center in a booming community that trains athletes from children to Olympians seeks Executive Director.

Come learn more about an exciting leadership opportunity at a high-level health and wellness facility.

COM Aquatics Center is seeking an Executive Director to lead and manage all aspects of the aquatic and physical therapy facility. This dynamic individual will drive strategic initiatives, foster community engagement, and ensure operational excellence. The Executive Director will collaborate with stakeholders, staff, and the board to enhance the center's impact and uphold its mission.

Overview COM Aquatics Center and Midland, Texas

Since 2002, Midland has invested over \$187 million to drive economic development, transforming the city with cutting-edge infrastructure, booming business parks, healthcare investments, quality of life initiatives, and leading educational programs.

Boasting the fifth largest GDP per capita in Texas, Midland is home to a thriving economy not just powered by oil but also a number of other industries and opportunities. With state-of-the-art facilities like the Spaceport Business Park and a strategic focus on future industries, Midland offers an unparalleled quality of life and career opportunities.

COM Aquatics Center is a nationally renowned aquatic center in the middle of this thriving community. Established in 1967 by a group of Midland parents, COM Aquatics has grown into a comprehensive aquatic center over the past five decades. COM consists of a 50 meter Olympic size swimming pool, a world class diving facility with one- and three- meter springboards, and three, five, seven, and ten-meter platforms, two aerobics pools, a 25 yard lap swimming pool, a leisure pool with lap lanes and varying depths, two complete dryland gyms, a comprehensive learn to swim department, fully equipped fitness center, and the largest physical therapy clinic in the area.

COM's programs have broadened over the years to include aquatic therapy, water aerobics, and a comprehensive physical therapy practice established in 2007. With over 700 child athletes and 1,500 adult members, COM offers a range of programs from learn-to-swim lessons to competitive dive and swim teams, and fitness programs like yoga and water Tai Chi.

The center has produced numerous athletes who have competed at various levels, including Junior National, Senior National, NCAA Division I, Olympic Trials and The Olympics (Natalie Hinds).



COM's contributions extend beyond its members, with its events having a significant economic impact on the Midland community.

The center employs approximately 110 employees, about half of which are part-time. The Executive Director currently has a well-functioning Leadership Team in place of about 10 direct reports.

The Ideal Candidate

The Board of Directors is seeking an exceptional candidate to fill the role of Executive Director at COM Aquatics Center, succeeding a highly dedicated, long-serving predecessor. Alongside other crucial responsibilities, the Board anticipates the Executive Director to play a pivotal role in partnership with the community and impactful local engagement. The successful candidate will show the following attributes:

1. **Strategic Leadership:**
 - Develop and execute a forward-thinking vision for the center, aligning with the organization's mission and values.
 - Identify growth opportunities, diversify revenue streams, and enhance program offerings.
 - Foster partnerships with local schools, community organizations, and government entities.
2. **Operational Management:**
 - Oversee day-to-day operations, including facility maintenance, staffing, and program delivery.
 - Ensure compliance with safety protocols, industry standards, and legal requirements.
 - Optimize resource allocation to maximize efficiency and effectiveness.
3. **Financial Stewardship:**
 - Manage budgets, financial planning, and fundraising efforts.
 - Explore grant opportunities, sponsorships, and donor relationships.
 - Monitor financial performance and implement cost-effective strategies.
4. **Community Engagement:**
 - Cultivate positive relationships with members, participants, and community leaders.
 - Promote the center's programs, events, and services through effective communication channels.
 - Champion inclusivity, diversity, and accessibility.
5. **Staff Development and Culture:**
 - Lead, mentor, and empower a diverse team of professionals.
 - Foster a collaborative and supportive work environment.
 - Encourage professional growth and continuous learning.
6. **Program Enhancement:**
 - Evaluate existing programs and identify areas for improvement.
 - Innovate and introduce new offerings to meet community needs.
 - Ensure high-quality instruction, coaching, and customer experiences.



Qualifications

- Bachelor's degree (Master's preferred) in Recreation Management, Sports Administration, or related field or leadership experience.
- Strong organizational, communication, and interpersonal skills.
- Passion for promoting health, wellness, and aquatic activities.
- Proven leadership experience in aquatics, recreation, or related industries preferred.
- Affinity for West Texas preferred.

How To Apply

Please send resume to comaquaticssearch@dinispheris.com

COM is a 501(c)(3) non-profit corporation which does not receive operating income from the City or other government entities, the United Way or charitable foundations (generally).