



Athletics Director

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Athletics
BCAT CODE: 00162X
FLSA STATUS: Exempt

NATURE OF WORK

Are you looking for a job opportunity that allows for excitement, inspiration and success? The opportunity awaits you as Director of Athletics at Albany State University. We are seeking an energetic, aggressive, highly skilled, visionary person, experienced in coaching, budget management and/or athletic program supervision to assist with advancing the institution's mission, goals and objectives while impacting our scope of influence throughout the nation. The Director of Athletics (AD) reports directly to the President and has overall responsibility for leading the Division II intercollegiate athletics programs at the University with a commitment to student-athlete excellence in the classroom and on the playing field. If you are looking for an exciting and rewarding opportunity to make a difference, we invite you to consider joining the athletic beacon that U.S. News and World Report heralds as one of the top regional universities of the South.

ILLUSTRATIVE EXAMPLES OF WORK

- Administering and providing leadership and direction for ASU's Men's and Women's Intercollegiate Athletic Programs, head coaches, and administrative staff.
- Overseeing and implementing policies, program direction, assessment, budget expenditures, facility management and resource development for athletics programs.
- Collaborating with various departments in seeking fundraising opportunities while promoting a culture of shared success.
- Ensuring the recruitment of academically qualified students with an emphasis on student success.
- Promoting ASU and the Athletic Department to internal and external constituents in a positive manner.
- Conceptualizing and articulating a vision for the complex organization and program of ASU athletics and overseeing the development and implementation of a strategic plan to achieve that vision.
- Functioning effectively as a member of the university's senior administrative and academic leadership team, and as a representative and ambassador of the entire university.
- Serving as a member of the President's Extended Cabinet.
- Profession-specific Expectations:
 - Academic support and student-athlete welfare: Student-athletes' academic success must be the first priority for the AD, who should work closely with faculty and academic support staff to encourage and acknowledge academic excellence, to ensure compliance with existing standards regarding eligibility and persistence, and to improve the Academic Progress Rate.
 - NCAA awareness: The AD must have an informed understanding of NCAA governance, legislation and process, and the ability to recognize and engage in significant issues, especially those that most affect ASU and the SIAC.
 - Compliance: The AD must be able to lead and manage an athletic program that adheres to all local, state, and federal laws, including Title IX, and one that adheres to all NCAA, University System of Georgia, Albany State University and SIAC policies and procedures.
 - Sports program development: The AD must establish an expectation of competitive success among all head and assistant coaches, student athletes and support staff in the ASU program, and must cultivate in all the desire, capability and resources to win within the conference as well as nationally. This expectation of success applies across all sports, revenue and non-revenue alike.
 - Contracts and other legal issues: The AD must be able to work with university and athletics staff for effective and expeditious completion of all contracts.
 - Marketing, promotions and media: The long-term need for new revenue streams requires the AD to present significant knowledge, creativity and leadership for expansion in this important outreach, leading to partnerships both on and off campus.
 - Facilities planning and construction: The AD's expertise and direction in facility planning, design and construction will be essential to closing the gap between ASU's facilities and those of SIAC peers as well as national Division II peers.
 - Fundraising: The AD must provide effective leadership in major gifts solicitation for facilities and endowments. The AD must also work with university advancement staff to maximize the productivity of other giving programs and coach and

oversee the fundraising efforts of direct reports, creating less dependence on University resources by developing leads to alternative funding sources.

- Gender equity: The AD must evince an understanding of the historical and current significance of gender equity in athletics programs, and a record of success in advancing gender equity.
- Negotiation: Effectively negotiate deals and contracts for athletics programs and the University.

TRAINING AND EXPERIENCE

- Education: Bachelor's degree required and advanced degree preferred.
- Communication: Excellent written and verbal communication skills with the ability to interact with diverse constituencies including students, faculty, staff, parents, alumni and prospective donors.
- Teamwork: Experience establishing consensus with shared respect, leading to a cohesive and effective staff.
- Personnel management: Experience hiring, developing, and organizing a highly competent and energetic staff within a competitive environment.
- Fiscal control: Experience providing oversight to the budgeting process as well as strong operation support to maintain proper controls on spending.
- Public relations: Experience in and an understanding of the importance and impact of effective marketing and public relations to build and enhance the athletics program, including personal, electronic and print communications with the athletics staff, university leadership, media and the community.