

Director of Pathways

Position Description | Reports to the Board Chair | Based in USA (remote)

USA Netball (the United States of America Netball Association) is the National Governing Body for the sport of netball in the United States, recognised by World Netball and the Americas region. Founded in 1992, the non-for-profit organisation is responsible for growing participation, sanctioning competition, developing coaches and officials, and fielding national teams that represent the United States on the world stage.

Netball is played in over 80 countries and is among the world's most participated team sports for women and girls. In the United States the game is at an inflection point: a fast-growing base of schools, clubs and community leagues, rising visibility of the National Championships, and an emerging opportunity to position the United States as a credible force in netball globally, working toward a sustainable future for the sport in US, including through the Back the Bid 2032 campaign for Olympic recognition.

2 • Role Purpose

The Director of Pathways is accountable for the design, delivery and growth of netball's participation and performance pathway across the United States — from first-touch grassroots programs through school, university and community club competition to high-performance national-team selection. The role builds and supports the infrastructure of the sport: strengthening state association governance, establishing and growing clubs, school and university programs, and ensuring clear, fair and well-communicated routes for athletes, coaches, umpires and officials. Working closely with the CEO, member associations and the high-performance team, the Director of Pathways is the connective tissue of USA Netball's on-the-ground sport development, ensuring the pathway is accessible, sustainable and aligned to the organisation's strategic ambition.

3 • Key Responsibilities

3.1 • Pathway Design & Delivery

- Design, implement and continuously improve the national netball pathway from grassroots entry through to representative and national-team selection, with clear, fair and well-communicated routes for athletes, coaches, umpires and officials.
- Develop and maintain the framework, policies and standards that govern the pathway — including selection, progression, eligibility, talent identification and athlete welfare — in partnership with the high-performance team and member associations.
- Establish meaningful connections and transition points across the pathway so that athletes, coaches and officials can move seamlessly between school, club, university, regional and national environments.

- Lead the talent identification and development program, working with high-performance staff to identify, support and progress emerging athletes toward national-team selection.

3.2 · State Association Governance & Support

- Support state and regional netball associations to strengthen their governance, financial sustainability and operational capacity, including constitution review, board development, policy frameworks and planning.
- Build a connected national network of state associations, ensuring consistency of standards, shared learning and alignment to USA Netball's strategic objectives.
- Provide guidance and resources to support state associations in member engagement, competition delivery, safeguarding and compliance with USA Netball and World Netball requirements.

3.3 · Club Development

- Lead the establishment, growth and sustainability of netball clubs across the country, providing resources, templates and hands-on support for club formation, governance and operations.
- Develop a national club accreditation or affiliation framework that sets consistent standards for safeguarding, governance, coaching and competition.
- Identify and address barriers to club formation and growth — facilities, equipment, workforce, funding — and work with partners to unlock solutions.

3.4 · School & University Programs

- Build and grow netball programs in primary and secondary schools, including introductory and modified formats, teacher resources, and school-club links that convert school participation into sustained club engagement.
- Develop and support university and collegiate netball programs, including inter-collegiate competition, scholarship and athlete pathways, and partnerships with athletic departments and student bodies.
- Pursue partnerships with national, state and local education bodies, athletic associations and sponsors to embed netball in the U.S. school and university sporting landscape.

3.5 · Workforce Development

- Drive the development of coaches and umpires across the pathway, including accreditation frameworks, continuous professional development, mentoring and recognition.
- Build the volunteer and official workforce that sustains community netball, with recruitment, training, retention and succession strategies.
- Ensure safeguarding and member-protection training is embedded across the workforce and pathway.

3.6 · Competitions & Events

- Support the development of the national competitions calendar — including the National Championships, Premier League and regional events — to provide clear competitive opportunities at every level of the pathway.
- Work with member associations, clubs and partners to deliver safe, high-quality and well-officiated competition that supports athlete development.

4 · Selection Criteria

Essential

- Demonstrated leadership experience in sport development, pathway management, high performance or community sport — with accountability for participation growth and program delivery.
- Understanding of sport pathway design, from grassroots participation through to high-performance talent identification and selection.
- Experience working with state, regional or member associations — including supporting governance, capacity building and aligned planning.
- Experience building or growing sport programs in schools, universities, clubs or community settings.
- Strong relationship-building and stakeholder management skills, with the ability to engage athletes, coaches, umpires, volunteers, member associations and partners.
- Project and program management capability — able to take an idea from concept to delivered outcome with limited resources.
- A genuine commitment to inclusion, equity and access, and to safeguarding athletes at every level of the sport.
- Eligible to work in the United States.

Highly Desirable

- Direct experience in netball — as a player, coach, umpire, administrator or pathway manager.
- Experience in the U.S. sporting landscape, including school and collegiate systems, national governing bodies and the USOPC network.
- Experience supporting not-for-profit or volunteer-led boards and member associations with governance and capacity building.
- Familiarity with World Netball, the Americas region and international competition pathways.
- Experience in workforce development — coach, umpire or official accreditation and education.

5 • Personal Attributes

- A builder's instinct — energised by creating programs, clubs and pathways where none existed.
- Relational and grounded — as comfortable on a school gym floor as in a state association boardroom.
- Patient and persistent — understands that grassroots growth is long-term work and stays the course.
- Collaborative and unpretentious — works through influence and partnership rather than directive.
- Passionate about expanding access to netball for people of all backgrounds, ages and circumstances.

6 • Key Relationships & Accountabilities

Relationship	Nature of the accountability
CEO	Reports to the CEO; delivers the pathways and sport development components of the strategic plan; provides reporting on participation, pathway performance and member association capacity.
High-Performance Team	Partners on talent identification, national-team selection and the transition between community and high-performance environments.
State & Regional Associations	Supports governance, capacity building and aligned planning; builds a connected national network.
Clubs	Leads club formation, accreditation and sustainability; provides resources and hands-on support.
Schools & Universities	Builds and grows school and university programs; pursues education-sector partnerships.
Coaches, Umpires & Officials	Drives workforce development, accreditation and continuous professional development.
World Netball & Americas Netball	Aligns pathway and development programs with federation frameworks and opportunities.

7 · Terms of Appointment

- Part-time, fixed-term contract of two to three years (renewable), commencing by mutual agreement.
- Based in US; remote role with regular domestic travel to member associations, clubs, schools, universities and key events.
- Pro bono board position
- Domestic travel is expected, particularly around the National Championships, regional events and member association engagement.

8 · How to Apply

Complete application via <https://usanetball.org/usa-netball-careers> including resume and a cover letter (maximum two pages) addressing the selection criteria. Questions to **president@usanetball.com**. Applications close at Sunday 30 August 11:59pm; late or incomplete applications may not be considered.