



Position

Program Director, First Tee San Joaquin

Organization

First Tee San Joaquin creates experiences that build character to empower kids through a lifetime of new challenges and continuous personal growth. By seamlessly integrating the game of golf with a life skills curriculum, First Tee San Joaquin creates active learning experiences that build inner strength, self-confidence and resilience that kids can carry to everything they do. These character education programs are offered at golf courses, schools and youth centers throughout the greater San Joaquin and Calaveras Counties.

Position Summary

The Program Director (PD), reporting to the Chief Executive Officer (CEO), will provide oversight and direction to fulfill the organization's mission in greater San Joaquin and Calaveras Counties. Inspired by a genuine passion for empowering and helping young people succeed in life, s/he will work diligently to promote and expand the efforts of the organization.

Reporting to and collaborating with the CEO, the PD will oversee program design, implementation, evaluation of programs and curriculum, and support the overall strategic and operational plan for First Tee San Joaquin. In accordance with the standards set by the Board of Directors and CEO, the PD will coordinate the program coaches, volunteers, partnerships, events, data reporting, policies, procedures, and safety protocols.

The PD will represent the chapter to their community. S/he will embody the First Tee's strong commitment to its youth and will promote the organization throughout the community.

Key Criteria for success of the role include:

- Ensuring program effectiveness through evaluation of quantitative and qualitative program analytics
- Expand and scale First Tee's programming in additional high priority, at risk neighborhoods
- Understand the importance of youth safety and fulfill safety protocols.
- Desire for continuous professional and personal development
- Enjoy coaching kids, volunteers and adults in a fun, safe environment

Responsibilities

- Oversee all First Tee on-course program locations and community programs.
- Recruit and organize community partners within service area, with a particular focus on the partners surrounding chapter facilities/program locations to involve more underprivileged, underserved and minority youth.
- Ensure top quality program delivery, leading instruction of First Tee classes and on-course playing opportunities, organize and manage volunteer recruitment, training and management. Possess or gain certification as a First Tee Level 4 Coach.
- Implement the First Tee ACE program to 14+ classes.
- Manage all Salesforce database records. This includes but is not limited to tracking certifying and community partnership participant numbers and demographic information, providing reports for CEO/Board;
- Communicate with parents/participants via website, email, social media and phone calls.
- Work cohesively with CEO to schedule programs and post online when registration is open.
- Effectively schedule coaches/volunteers to teach/lead classes that are appropriate for their skill set and teach/lead classes as needed;
- Collect and submit weekly pictures, videos and descriptions of programs for posting on the chapter's social media accounts.
- Uphold all Child Protection Policies, background checks, and training as set forth by First Tee HQ

Qualifications

- Bachelor's degree in the area of sports administration, business management, education, recreation or related field.
- 2-3 years' experience managing a team of coaches/volunteers; preferably in a youth development setting;
- Demonstrate exceptional communication, fiscal management and managerial skills;
- Experience in identifying and managing program staff and volunteers;
- Charismatic, personable and motivational in working with youth and volunteers;
- Passionate youth development ambassador with experience promoting access to and involvement in programs by youth participants, their families, volunteers, donors, donor prospects and allied partners;
- General knowledge of sports and enthusiasm for golf and prior direct experience with youth development programming preferred;
- Excellent, transparent, and inclusive communicator who follows through and follows up; ability to share thoughts and observations; and who consistently treats others equitably and with respect;
- Well-organized and energetic, lead-by-example doer, committed to personal excellence;

- Knowledgeable professional but also an avid and enthusiastic learner willing to ask questions and pursue professional development for self as well as staff and volunteers, fostering an active culture of philanthropic service and teamwork;

To Apply

Please submit a cover letter detailing your experience related to the Responsibilities & Qualifications, along with your resume to [Chris Borrego, CEO First Tee San Joaquin](mailto:Chris.Borrego@FirstTeeSanJoaquin.org)
cmbpaga@gmail.com

Questions may be directed to cmbpaga@gmail.com

Closing date for this position is **February 15th 2026**. First Tee San Joaquin has the right to accelerate or extend the closing date of this position at any time. Anticipated Start date of March 1, 2026.

Salary Range and Job Type

Full Time Hourly Annually \$45,000 to \$75,000 commensurate with experience including base wage, commissions and bonus opportunity.

Equal Employment Opportunity Statement:

First Tee San Joaquin is an equal opportunity employer, valuing diversity and inclusion. Our policy is to comply with all federal and/or state laws regarding equal employment opportunity as they relate to employees and applicants for employment. Accordingly, personnel decisions are made without regard to race, creed, color, religion, national origin, age, sex, disability, marital status, sexual preference or veteran status.