



A program of the Desert Recreation District

No Boundaries Program Director

First Tee – Coachella Valley

Position: No Boundaries Program Director **Region:** Coachella Valley **Employment Type:** Full-Time, Salaried **Compensation:** \$80,000-\$100,000 annually (commensurate on experience), plus benefits including Medical, Dental, and Vision Insurance **Reports To:** CEO, First Tee – Coachella Valley

Submit Resumes To: Teal Thron, CEO | Teal@ftcv.org

Organization

The No Boundaries Program Director will be an employee of Landmark Golf LP, the contracted management company for First Tee – Coachella Valley (FTCV), a program of the Desert Recreation District. FTCV is an official chapter of the First Tee national network and has been creating experiences that build character and empower kids through a lifetime of new challenges and continuous personal growth since 2008.

First Tee – Coachella Valley's No Boundaries program is a first-of-its-kind adaptive golf initiative designed specifically for youth with physical, cognitive, and developmental disabilities. No Boundaries provides no-cost, specialized golf instruction and life skills programming in a fun, safe, and nurturing environment — ensuring that every child in the Coachella Valley, regardless of ability, has access to the game of golf and the character development it inspires.

Position Summary

The No Boundaries Program Director is a passionate, mission-driven leader responsible for the day-to-day management, growth, and long-term development of FTCV's adaptive golf program. This is a unique and exciting opportunity for a dedicated professional to build a nationally recognized adaptive sports program from the ground up, one that has the potential to be replicated across the entire First Tee network.

Reporting directly to the CEO, the No Boundaries Program Director will oversee all aspects of the program including curriculum development, volunteer recruitment and training, participant enrollment, family engagement, community partnerships, and data reporting. The role will evolve from local program builder to national replication leader, positioning FTCV as the model for adaptive golf programming in the First Tee network.

Key Responsibilities

Program Delivery & Management

- Oversee the delivery of No Boundaries adaptive golf and life skills programming at all three FTCV home facilities and community partner sites throughout the Coachella Valley
- Ensure a 1:1 coach-to-player ratio is maintained at all sessions
- Develop and implement individualized participation plans (IPPs) for each enrolled participant in collaboration with families and caregivers
- Design and deliver age-appropriate, adaptive lesson plans tailored to participants with a range of physical, cognitive, and developmental needs
- Coordinate scheduling with facility partners and community organizations to ensure consistent program delivery

Curriculum Development

- Lead the development of a comprehensive, written No Boundaries Curriculum Guide, including session plans, coach guides, equipment checklists, adaptations by disability type, and safety protocols.
- Collaborate with First Tee HQ, adaptive sports experts, and special education professionals to ensure curriculum meets the highest standards of quality and inclusion.

- Prepare curriculum for national distribution and replication across the First Tee chapter network within the first 24 months.

Volunteer Recruitment, Training & Retention

- Recruit, train, and steward a corps of 100 volunteer coaches through outreach at local golf facilities, therapy centers, disability organizations, and community partners.
- Conduct regular volunteer trainings including adaptive sports instruction, SafeSport certification, and No Boundaries-specific coaching techniques.
- Ensure all volunteers complete required background checks and child protection training prior to working with participants.

Participant & Family Engagement

- Build meaningful relationships with participants, families, and caregivers to ensure a welcoming, inclusive program experience.
- Conduct pre- and post-program assessments to measure participant progress and outcomes.
- Host family engagement events and outreach activities to grow program awareness and enrollment.
- Coordinate the annual No Boundaries Golf Day celebration event.

Community Partnerships

- Develop and maintain relationships with local schools, therapy centers, disability organizations, healthcare providers, and community agencies for participant referrals and program support.
- Represent FTCV at community events, conferences, and presentations related to adaptive sports and disability inclusion.

Data, Reporting & Compliance

- Manage all No Boundaries participant records in Salesforce, including enrollment, attendance, demographics, and program outcomes.
- Prepare and submit quarterly impact reports to the CEO, CVYGF Board, and program funders.
- Ensure full compliance with First Tee SafeSport policies, background check requirements, and child protection protocols at all times.
- Deliver a comprehensive No Boundaries Impact Report annually.

National Replication

- Support the piloting of the No Boundaries curriculum at 2–3 First Tee chapters nationwide
- Develop training materials and resources for national distribution
- Present the No Boundaries model at the First Tee National Network Summit
- Collaborate with First Tee HQ toward formal integration of No Boundaries as a recognized national program track

Qualifications

- Genuine passion for the mission of First Tee – Coachella Valley and a deep commitment to inclusion, equity, and access in youth sports
- Minimum three (3) years of experience in adaptive sports, special education, therapeutic recreation, or a related field
- Experience working directly with youth with physical, cognitive, and/or developmental disabilities
- Exceptional interpersonal, communication, and organizational skills
- Proven ability to recruit, train, and manage volunteers
- Strong understanding of child protection policies and SafeSport compliance
- Experience with data management systems (Salesforce preferred)
- Ability to work independently, manage multiple priorities, and thrive in a fast-paced, mission-driven environment
- Golf knowledge or experience is a plus but not required
- Bilingual (English/Spanish) preferred given the communities served

Equal Employment Opportunity Statement: Landmark Golf LP 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.