



The Nuxhall Foundation
Position Expectations:
Director of Operations

Our team needs a Director of Operations who has a passion for making sure that everyone, regardless of their ability, has a chance to play, grow, and belong.

Working with The Nuxhall Foundation:

The Ole Lefthander Joe Nuxhall lived his life in service to others. Using his platform as an athlete and broadcaster to create more good, Joe lived his life as an ambassador, cheerleader, and philanthropist for the city and region that gave so much to him from the time he first stepped on the mound as a 15-year-old.

Now, nearly 20 years after his passing, The Nuxhall Foundation is carrying forward the projects that Joe loved most for the people that he wanted to thank so dearly. Those projects include:

- **The Joe Nuxhall Miracle League Fields:** An inclusive baseball and recreational facility for athletes with physical and developmental disabilities.
- **The Joe Nuxhall Character Education Fund:** Pitching good character to children and future leaders through education and community programs.
- **The Joe Nuxhall Memorial Scholarship:** Providing more than \$45,000 per year to character-driven student athletes in Greater Cincinnati.
- **The Joe Nuxhall Hope Center:** Building and creating an indoor recreational facility for athletes with disabilities.

To keep this important projects going and growing, The Nuxhall Foundation is seeking a Director of Operations, with a planned debut in this position by Fall of 2026.

Our Vision:

Why This Job Is Not For Everyone:

- **We are a small and nimble organization.** Because we are a small team, we are looking for a team player who looks beyond the bullet point of a job description to serve the greater needs of the organization.
- **We are building the plane while we are flying it.** The person who serves in this role will be our first-ever Director of Operations. As a result, we know that this position will need to change and adapt as we learn its intricacies and patterns.
- **We work a lot of nights and weekends.** Games and events often take place on nights and weekends, and our Director of Operations will need to be present.
- **The Director of Operations needs to be present.** Games, facility rentals, events...our Director of Operations will manage them all, and that can't be done remotely. This team member needs to be ready for an unpredictable schedule that requires in-person work.
- **A wide skillset is needed.** The job responsibilities are broad. An ideal candidate will be someone who wants to learn, grow, and expand their skillset.
- **The needs of the job aren't always straightforward.** We want our Director of Operations to be our "eyes in the sky" and our "boots on the ground," getting a feel for what things we do well, and what things can be improved.
- **The role is mostly backstage.** Our Director of Operations won't always be in the spotlight, but their work will always be critical in making sure that what happens on stage is the best we can possibly make it.
- **Deadlines matter.** Our events and programs operate on deadlines that often can't be changed.
- **Details matter.** Events require a ton of planning, logistics, and months of preparation. Sometimes, planning for an event can begin up to a year in advance.
- **The job will change when we open The Hope Center.** When The Hope Center opens its doors, there will be a dramatic shift in the scope and flow of the position.

Because of these challenges, here are our expectations:

- **Self-Motivation.** We expect our Director of Operations to have the maturity to identify the next task instead of waiting for us to tell them what to do.
- **Deadline Discipline.** We expect our Director of Operations to break big projects down into smaller milestones, and meet the deadline using excellent time management skills.
- **A Service Mindset.** We expect our Director of Operations to serve our families with a full heart, always thinking of ways to enhance their experience and improve their lives.
- **Professionalism:** Because Joe Nuxhall's legacy is so important, we expect our Director of Operations to understand that they are an ambassador of his mission. Every interaction should be based in professionalism and respect for others.
- **Availability.** We expect our Director of Operations to be present at all events.

- **Flexibility.** As we grow as an organization, we expect our Director of Operations will be prepared to take on new challenges and opportunities.

To meet these expectations, the perfect team member will be:

- **Present.** To do this job well, you've got to be there and be present for all of our events, games, facility rentals, and other activities.
- **Character-Driven.** This isn't just any organization. All of our team members are ambassadors and legacy-torch carriers for Joe Nuxhall. We must live out the values that were important to him: respect, integrity, kindness, and fun.
- **A Respected Leader.** Managing volunteers and relationships with partner organizations requires values-driven leadership.
- **Adaptable & Nimble.** Ready to change as the organization does.
- **People-Focused.** We exist to make people feel loved, just like Joe Nuxhall always did. Our Director of Operations needs to live out compassion and care for all-stars, families, volunteers, donors, and community stakeholders.
- **Detail-Oriented.** To perform well in this position, our Director of Operations will focus on the small details that lead to big successes.
- **Obsessed with Learning & Growth.** We want this person to grow with us, expanding their skillset and talents.
- **Trustworthy & Dependable.** Say what you mean, mean what you say, and get the job done.
- **A Self-Starter.** Our Director of Operations can't be someone who waits to be told what to do. They have to identify problems and area for growth, and work towards solutions.
- **A Clear Communicator.** At any given point, our Director of Operations will need to communicate with partner organizations, volunteers, athletes, families, and sponsors. Being able to communicate clearly and with energy is essential.
- **Humility.** We are all in this together! When you win, the team wins. We are looking for a candidate who can abandon their ego in a quest for the greater good.