



Program Coordinator - Soccer Without Borders Maryland Patterson High School

About the Organization

As one of the few global languages, soccer has the power to shape the world for the better. Soccer Without Borders (SWB), founded in 2006, uses soccer as a vehicle for positive change, providing under-served youth in the U.S. and abroad with a toolkit to overcome obstacles to growth, inclusion, and personal success. With a focus on social inclusion of newcomer youth and girls, our holistic programs provide participants with a platform for positive engagement, an avenue for personal growth, and a toolkit for a brighter future.

About SWB Maryland

SWB Maryland has been serving the newcomer community in Baltimore since 2009. The organization works with middle and high school students during the school year, and elementary, middle, and high school students in the summer months. After-school programming integrates English Language Development with soccer and academic support. High school programming also offers college preparation workshops to prepare high school participants for the future.

About the role

Soccer Without Borders Maryland (SWB) is seeking a Program Coordinator to join our team at Patterson High School. As we continue into our third year of programming at Patterson, we aim to scale our impact and increase our reach. We are seeking a motivated and organized individual to work alongside hub leaders to support SWB Maryland and lead our Patterson High School program.

This position will be responsible for planning and leading implementation of after-school programming at Patterson High School and summer programs at various locations. Programming will include English-integrated soccer practices, community building activities, and academic support. The continued success of this program will depend heavily on the relationships developed between the Coordinator, students, school partners, and families. Additionally, the Program Coordinator will support the organization through administrative and program support roles as described below.

This position has three primary areas of responsibility:

Staff Team Leadership (25%): The Program Coordinator actively participates in Maryland Leadership Team meetings, which involves planning and implementation of programming as well as long-term visioning of new initiatives. Leadership in this role also includes the direct supervision of an Americorps service member and/or part-time staff, overseeing performance and professional development.



Direct Service (50%): Soccer coaching and design is a significant responsibility for the Program Coordinator. Roles involve designing and leading practices, games, league play, team-building activities, and community events throughout the year—including a spring overnight camping trip. Successful coaching and design follows the SWB “FAMILY” model, creating an environment where everyone has an opportunity to learn and grow. Recruitment of new participants and retention of current participants is crucial to program success and quality, and the ability to build an inclusive, safe space where all youth experience a sense of belonging is key. Off the field, the Program Coordinator will monitor academic achievement and process of participants, and lead academic support sessions. In all spaces, SWB’s model includes the development of social-emotional and leadership skills through reflection, voice, and connection, most commonly seen in facilitated circles on the field and everywhere we hold programming.

Program Support (25%): In addition to direct service, the Program Coordinator will be responsible for all organization and coordination of SWB with their specific program. Securing the inputs needed to ensure SWB can operate successfully is crucial, which includes monitoring and reporting on important program data (attendance, academic reporting, and more) in a timely manner. Also, the Program Coordinator will support other SWB programs in a variety of ways. Event planning, partnership cultivation and maintenance, and other projects as assigned will all be seasonal responsibilities.

About you

The ideal candidate for this role...

1. **Is an energetic, dynamic, and engaging leader who is passionate about bringing SWB’s mission to life.** You believe in the power of sport and are eager to have as many people live the mission as possible. You get energy from interacting with people, and look forward to leading teams of youth alongside a group of volunteer assistant coaches.
2. **Is an experienced soccer player and/or coach who views sport through a youth development lens.** You have experience playing and/or coaching soccer). Your love for the game is matched by commitment to using sport for positive change, and strong dedication to the power of community through soccer.
3. **Is committed to newcomer youth in Baltimore.** You have a background in working with youth in Baltimore City or the surrounding area, and a dedication to the potential of all young people and the power of sport to create social change. You have high Spanish language proficiency, as this role requires strong communication skills with a primarily Spanish-speaking community. You also have a driver’s license and your own personal transportation.



- 4. Is a self-starter—able to work independently, take initiative, and prevent details from falling through the cracks.** This role is primarily focused on Patterson High School and operates with a high level of autonomy. You have a bachelor's degree or equivalent skills, along with strong organizational skills and the ability to prioritize tasks. You possess problem-solving skills and an ability to address challenges with creative solutions.

Compensation Philosophy

Soccer Without Borders values all contributions to the mission and prioritizes internal compensation equity over external benchmarks. We invest our resources in mission delivery first and foremost, and view resource development and stewardship as a full team effort. We approach staff wellness and benefits holistically, investing in staff development, training, professional growth opportunities, travel opportunities, wellness days, team-building, and empathetic work environments in addition to base compensation and benefits. This whole-person approach has led to an average annual retention rate of over 90% for full-time staff. In short, we work hard to live our values and are seeking a teammate who aligns with this philosophy. Program Coordinator pay at SWB ranges from \$40,000-\$51,000. Benefits include an employer sponsored healthcare plan, 401k plan, 15 paid holidays, paid family and medical leave, 6 weeks of paid time off built into the annual program calendar, 5 additional days of paid time off to be used at employee's discretion, and paid sabbatical leave after 5 years

Surrounding Supports & Reporting Structure

The Program Coordinator reports directly to a Program Manager, and works alongside other Program Coordinators as part of a leadership team to support all programming across the hub.

Application Process

To apply for this position, please send a meaningful cover letter and resume to our People and Culture Coordinator, Mia Golin, at mgolin@soccerwithoutborders.org. To help us with our process, please put "SWB Program Coordinator" in the title. Priority will be given to earlier applicants.

Soccer Without Borders encourages persons of any race, ethnicity, faith, sexual orientation, gender identity, and background to apply. Unfortunately, SWB is not able to provide visa sponsorship. Soccer Without Borders believes that diverse perspectives and experiences make our team stronger and are actively strengthening our inclusive and anti-racist staffing practices. Our current team comes from 15 countries and speaks 23 languages; in fact, 35% are program alumni and 24% are native Spanish speakers. We look forward to meeting you!