



Soccer Without Borders Director of Advancement

The Organization

As one of the few global languages, soccer has the power to shape the world for the better. Soccer Without Borders (SWB) 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. Founded in 2006, Soccer Without Borders has reached over 15,000 young people in 12 countries on four continents, and has been recognized with the FIFA Diversity Award, the Lipman Family Prize, and the Robert Wood Johnson Sports Award. With a focus on social inclusion of newcomer youth and girls, our holistic programs provide participants with a platform for positive engagement, personal growth, and a toolkit for a brighter future.

About the Role

Soccer Without Borders (SWB) two years away from our 20th anniversary and is at a tipping point in evolving from a resourceful, entrepreneurial organization to one that amplifies best practices; expands our deep service work with newcomers and marginalized girls to exemplify how sport, soccer in particular, brings people together to create a more inclusive and equitable world; and incubates sports for good organizations and initiatives to grow positive social change through coach training and organizational capacity building.

SWB's fiscal year begins August 1 and we will close out FY24 with north of \$6M in revenues, growing over the last 4 years at nearly \$1M/year. We ended FY23 with a 12% increase in staffing with 111 cumulative staff. We directly serve nearly 6,000 youth globally and train hundreds of coaches per year.

The Director of Advancement is on the Collective Impact Team (CIT) of SWB and will be leading and collaborating with a team that includes an Advancement Coordinator, a prospecting and grant writing consultancy (Smarter Good), the Director of Communications, and Directors who lead and Communications and Fundraising Captains who work at each SWB location where we operate (Bay Area, CA, Aurora and Greeley, CO, Greater Boston, MA, Baltimore, MD, Granada, Nicaragua, and Kampala, Uganda) alongside our SWB Assist Team and Executive Director.

SWB strives, both internally and externally, to implement the [five conditions of collective impact](#), understanding that work is the result of collaboration and true equity, inclusion and social justice. SWB believes that change happens as a community; working with diverse stakeholders including those most disparately impacted alongside those with resources and power to fund social change and shift power dynamics.

This role is both strategic and tactical. The Director of Advancement will be optimizing the human and technological infrastructure of SWB to centralize the advancement work of the organization, delegate and communicate efficiently, effectively and collectively, raise the revenue needed to conduct our work through the



collective impact framework and accelerate mission impact. The responsibilities and expected time breakdown for the Director of Advancement position are listed below.

Role Expectations and Responsibilities

Organizational Participation and Intersectional Leadership (30%)

- Collaborate with the members playing into the Advancement Team (listed above) to centralize and transform Advancement at SWB.
- Manage people and processes, so that all individuals conducting fundraising work are coordinated and aligned. Ensure all individuals know their roles and responsibilities in the multi-faceted operations of raising revenue.
- Build the organizational relationships necessary to effectively lead and communicate the vision and strategies for Advancement to all internal and external stakeholders of SWB.
- Participate actively in the SWB community as an individual and as a program, actively contributing to the SWB Program Leaders Council, leading and/or supporting organization-wide initiatives and campaigns such as ERG's and Play It Forward, and proactively sharing locally driven best practices and innovative ideas with others in the organization.
- Ensure timely and effective completion of all administrative requirements as a responsible steward of the organization and use of techsuite, including, but not limited to, Google Suite, Abacus, Upshot, Justworks, Leapsome, Quickbooks Advanced, Hubspot.

Advancement Strategy Development, Implementation and Optimization (55%)

- Collaborate with the Executive Director to develop a 3 - 5 year strategic vision for the SWB Advancement team broken down into annual goals that scaffold the success of this vision. These annual goals must be customized for each of our diversified revenue streams, which are at varied stages of maturity. These streams include: individual and major gifts, philanthropic fundraising, government contracts, earned revenue, partnerships, corporate giving, and in-kind donations.
- Learn, understand, use and evangelize Hubspot within SWB.
- Cultivate staff, volunteers, technology to allow us to work smart alongside working hard.
- Explore new revenue streams and optimize current revenue streams.
- Reach annual revenue goals by mobilizing our amazing team of passionate leaders, staff, volunteers and supporters throughout the world.

Individual Professional Development and Organizational Capacity Building (15%)

- Bring professionalism and experience in nonprofit advancement to educate, train and advance the knowledge, skills and abilities (KSAs) of our current and future Advancement team members.
- Ability to parlay your expertise into improving the KSAs through respectful, dignified, compassionate, peer-based learning that is responsive and appropriate for adult-learners.



- Build the capacity of SWB to be a lean, mean fundraising machine, but also to empower other organizations in the sector who want to learn from what we know to do the same.
- Supervise a small team of direct reports.

Accountabilities

The Director of Advancement is a member of the Collective Impact Team and reports to the Executive Director. They will be reviewed via a 360 review process against the values and competencies expected of an SWB Leader, program outputs and outcomes, and financial management. The values and competencies associated with Leadership within Soccer Without Borders are:

- *Mission-Driven:* Clarity of Vision, Inspirational, Maximizing Impact, Purpose, Connection
- *Authenticity:* Cultural Humility,, Active Listener, Responsive
- *Process-Oriented:* Transparency, Receptive to Feedback, Continuous Learning, Resilience to Failures/Setbacks
- *Whole-Person Approach:* Culture Keeper, Mentoring/Staff Development, Example for Others, Self Awareness, Self Care, Staff Care
- *Equity:* Access & Opportunities, Investment, Representation, Power & Voice

Apart from formal feedback, the follow key resources are indicators of development in the role:

- Hub Health
- Annual program and budget plan
- MEL monthly reports
- Use of SWB technology systems: slack, Hubspot, Justworks, Leapsome

This position participates in the Program Leaders Council, which includes all Program and non-program Directors and Managers, as well as the Board of Directors Programs Committee, which is a committee composed of select staff and Board of Directors members.

The ideal candidate has 10+ years of nonprofit development and advancement roles. In addition, Directors typically bring prior experience working in a non-profit either as staff or through significant volunteering, experience working cross-culturally and/or internationally, and experience as a supervisor and/or managing teams, formally or through coaching. We believe that valuable and relevant experience comes in many forms so if you do not have all of these qualifications but believe you are a great fit, please tell us why!

About work locations

This is a remote position. As an organization that highly values, in-person connection, this position will likely require approximately 25 - 35% travel to connect with SWB staff in hubs in the USA (Baltimore, MD; Boston, MA; Denver, CO; Oakland, CA) and internationally (Kampala, Uganda; Granada, Nicaragua).



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.

The Director of Advancement is a full-time exempt position with an ideal start date of August 1, 2024. The salary range for this position is \$64,000 - \$78,250, with a starting salary determined by a combination of experience and location. This position is entitled to variable compensation in the form of an end of year bonus of up to \$15,000 if fundraising targets are met or exceeded. Benefits include an employer sponsored healthcare plan, 401k plan, 15 paid holidays, paid family and medical leave, paid sick leave, paid vacation leave up to 4 additional weeks, and paid sabbatical leave after 5 years.

Application Process

To apply for this position, please send a resume and cover letter that answers the questions “Why is this position right for you at this point in your career? Why are you interested in the Soccer Without Borders mission? What about your experience makes you a great fit for this position at Soccer Without Borders?” to Jennifer Tepper, Executive Director, at info@soccerwithoutborders.org. If you are an experienced candidate who is interested in requesting an informational interview to explore if the position could be a fit before applying, please reach out to Jennifer explaining your interest and questions, and include a resume or LinkedIn profile.

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 lived 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. 50% of our team are women. We look forward to meeting you!