



SOCCER WITHOUT BORDERS

Maryland Director

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, an avenue for personal growth, and a toolkit for a brighter future.

About SWB Maryland

We envision a more inclusive world through soccer, where all youth have the opportunity to reach their potential. Newcomer youth arrive in Maryland from all over the world, many fleeing some of the world's most protracted conflicts and others arriving to the state as a second resettlement location. Soccer Without Borders has been serving the refugee and immigrant community in Maryland since 2009, currently operating school and community-based programming sites across Baltimore City and County. Together our programs serve over 600 youth from elementary through high school, with a culture of welcoming and belonging that supports newcomers to build a new home.

About the role

The Soccer Without Borders Maryland Hub is seeking a Director, ideally based in the greater Baltimore area, to lead a growing team of committed practitioners into the hub's next phase of development. The ideal candidate has exceptional verbal and written communication, relational skills, and is interested in leading all aspects of program development including partnership-building, fund development, and oversight of daily operations with the support of a passionate team comprised of a Program Manager, several Program Coordinators and a dedicated group of Coach-Mentors. Program Directors must be energetic, communicative, collaborative, proactive, organized, and efficient multi-taskers. As the senior leader of the hub, they should model and inspire SWB's core values of authenticity, whole-person approach, process-orientation, and equity among the local SWB team and greater community.

The Director of SWB Maryland will be a part of a dynamic team of program leaders with significant voice and influence in the direction of Soccer Without Borders as a whole. Our team is made up of passionate advocates and practitioners who believe that sport can shape and influence outcomes for youth, and who are able to bring that mission to life day-to-day through quality program activities and community-building. Previous experience in sport for development, education, or nonprofit management, and proficiency in a second or third language, are preferred but not required.



This position has three primary areas of responsibility:

Organizational Participation, Leadership and Hub Strategy: The SWB Maryland Director envisions and leads a hub strategy that aligns the hub and local community needs with the larger organizational strategy. The Director is consistently present in all hub and organizational spaces in order to be responsive and proactively adapt the Hub, as well as contribute to the larger culture-building and evolution of the organization. Given the dynamic nature of the hub and the organization, the Director must maintain perspective of what is needed most at a given time and be dynamic, balancing time and energy in different spaces at key times.

Fund Development, Communications and Budget Stewardship: SWB Maryland has been a mainstay in the community since 2009, and has developed partnerships and relationships that have enabled steady growth year-over-year. The Director is responsible for stewarding and renewing those relationships to ensure sufficient funding to meet the program's annual budget, while also pursuing new opportunities that strategically align needs and opportunities within Baltimore City and County to continue to raise SWB's profile across the state. The Director works closely with the Collective Impact Team to achieve Advancement goals.

Program Implementation and Quality: The SWB Maryland Director oversees, builds, and leads a team of program practitioners to deliver high-quality programs that center the needs of newcomer youth in Maryland while aligning with SWB mission, values and Theory of Change. The Director works with and supervises a Program Manager to ensure fidelity to the SWB program model. The Director must be an excellent communicator and community-builder, who is able to optimize all opportunities to model and build community among staff, advisors, volunteers and partners.

The ideal candidate for this role:

1. **Is committed to a more welcoming Maryland.** This person has experience working in and building community in Maryland. They have familiarity with state trends, organizations and institutions, and are passionate about leveraging the assets of Maryland to foster spaces where newcomer youth and their families feel like they belong. *To that end, this person is a magnetic and resourceful networker, who upon meeting someone new is continually thinking of ways they might support the SWB mission.*
2. **Is a natural leader and empathetic mentor who knows how to activate people to create and work towards a shared goal.** This person is eager and effective at building meaningful connections and communicates in a way that inspires, motivates and mobilizes others. This person enjoys building up the strengths and skills of others, activating individual agency and collective accountability for reaching the goals of SWB Maryland. An active listener and compassionate, this person knows how to balance the needs of others with direct, constructive feedback that fosters professionalism and camaraderie amongst the team and models how to emulate this on and off the pitch with our youth.
3. **Is a planner who can put details to a vision.** This person has experience with project management, and either has experience in or a strong foundation to excel in proposal-writing and managing detailed contracts. They are eager to create measurable impact, and committed to using data to ensure program quality and fidelity to a vision. *Their experience might include community organizing or campaigning, business development, educational leadership or some other role rallying others in support of a shared vision.*



If this sounds like you, we want to hear from you!

Typically, Directors at Soccer Without Borders join our team with a bachelor's degree and 5 years related work experience (or the equivalent in work and leadership experience). In addition they 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!

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 SWB Maryland Director position is a full-time exempt position with an ideal start date of early August 2024 and reports to the Executive Leadership Team. The salary range for this position is \$64,000 - \$78,250, with a starting salary determined by a combination of experience and location. Benefits include a tax-free health care reimbursement, 401k plan, 15 paid holidays, paid family and medical leave, paid sick and 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 Lucas Holmes, Director of People & Culture, staffing@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 Lucas 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!