



## **SOCCER WITHOUT BORDERS COLORADO**

### **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.

We envision a more inclusive world through soccer, where all youth have the opportunity to reach their potential. Newcomer youth arrive in Colorado 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 Colorado since 2011, currently operating school and community-based programming sites in Aurora and Greeley. Together our programs serve over 400 youth from elementary through high school, with a culture of welcoming and belonging that supports newcomers to build a new home.

#### **The Position**

The Soccer Without Borders Colorado Hub is seeking a Director, ideally based in the greater Denver 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 Colorado 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:**

**Advancement: Fundraising, Stewardship, and Program Development:** SWB Colorado has been a mainstay in the community since 2011, and has developed partnerships and relationships with state agencies 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 align with programmatic goals and continue to raise SWB's profile across the state.

**Program Management, Staffing and Community Building:** The SWB Colorado Director oversees, builds, and leads a team of program practitioners to deliver high-quality programs throughout Aurora, Denver, Greeley and beyond. With a geographically dispersed team and diverse set of programs, the SWB Colorado 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.

**State Strategy and Organizational Participation:** The last five years have seen SWB Colorado expand from a small but vibrant community based soccer and education program in Greeley to a leading service provider for refugee and immigrant youth in Aurora, Greeley and communities in between. The next SWB Colorado Director will build on this strong foundation and lead the next phase of the program's strategic growth, by strengthening ties in communities we currently serve and designing creative ways to engage additional communities across the state. In addition, the SWB Colorado Director will play a key role in both aligning SWB's expansion with the broader SWB strategic vision while contributing to the evolution of that vision alongside other organizational leaders.

The ideal candidate for this role:

1. **Is committed to a more welcoming Colorado.** This person has experience working in and building community in Colorado. They have familiarity with state trends, organizations and institutions, and are passionate about leveraging the assets of Colorado 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 also knows how to keep people working toward a goal.** This person is eager to build meaningful connections and communicates in a way that mobilizes others. This person enjoys building up the strengths and skills of others and always has energy to listen. *In particular, this person is a compassionate leader, who is able to provide support and motivation when challenges arise.*
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 Colorado Director position is a full-time exempt position with an ideal start date of early December 2022, reporting to the Managing Director of Advancement. The salary range for this position is \$60,000 - \$78,000, 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](mailto: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 13 countries and speaks 19 languages, including 40% who are program alumni. We look forward to meeting you!