



## **Program Manager**

### *Soccer Without Borders Colorado*

#### **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 underserved 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.

SWB envisions 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 the Denver Metro Area and in Weld County (cities of Greeley and Evans). Together SWB CO's programs serve over 700 youth annually by creating a space of belonging that supports newcomers to build a new home.

#### **The Position**

Soccer Without Borders Colorado is seeking a Program Manager to lead a team of committed coaches and practitioners in the Denver Metro Area and in Weld County. The ideal candidate has exceptional leadership skills, with an ability to motivate, inspire, and support the professional development for a team of coaches while also providing quality oversight of each SWB program site. The Program Manager will focus on leading the program team to deliver programming in support of newcomer youth, with an eye towards program quality improvement and staff development. The Program Manager also manages program inputs such as facilities, equipment, volunteer support, recruitment, and SWB provided transportation. In order to succeed in those areas, the Program Manager must be energetic, communicative, collaborative, proactive, organized, and an efficient multi-tasker. As a leader of Soccer Without Borders Colorado, the Program Manager should model and inspire SWB's core values of authenticity, whole-person approach, process-orientation, and equity across the local team of coaches and the greater community.

Previous experience in coaching and training coaches is highly preferred for this role. In addition, previous experience in sport for development, education, or nonprofit management, and proficiency in a second or third language spoken by the communities we serve, are preferred but not required.

#### **This position has three primary areas of responsibility:**

**Staff Management & Development:** The Program Manager is responsible for managing three Program Coordinators (two in the Denver Metro and one in Greeley) and supporting each Program Coordinator's management of their direct reports (supporting AmeriCorps/Coach-Mentors, part-timers, and volunteers). In partnership with Program Coordinators, the Program Manager is responsible for ensuring that each program site has the appropriate support necessary (full-time staff, part-time staff, work, interns, and volunteers) to achieve a 1:12 Coach-to-Participant ratio



at each respective program site. In addition, the Program Manager is responsible for ensuring that SWB Program Coordinators are consistently improving on their craft by providing ongoing feedback, technical assistance on the field, and training opportunities.

**Program Quality, Design, and Logistics:** The Program Manager is responsible for ensuring that all programs are implemented at the highest standards, faithful to the SWB Program Model. With a geographically dispersed team and a diverse set of programs, the Program Manager must be an excellent communicator and community-builder. The Program Manager will partner with the Colorado Director to ensure: all of SWB's Safeguarding policies are being implemented and followed; the quality and depth of programming aligns with the SWB mission, values, and theory of change; and high standards of monitoring and evaluation collection are taking place (including ensuring quality and accuracy of all attendance, season-based strategic plans, and evaluation reports).

**Strategic Planning & Partnerships:** 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, Thornton, and communities in between. The next SWB Program Manager will build on this strong foundation and will help influence the next phase of the program's strategic growth, by strengthening ties in communities SWB Colorado currently serves and by designing creative ways to engage additional communities. Specifically, the Program Manager will help identify and cultivate strategic partnerships in the Denver Metro Area and Weld County that promote program quality and depth. In addition, the Program Manager will also join SWB's Program Leadership Council, offering opportunities to collaborate and connect with SWB Leaders serving participants across the U.S. and internationally.

### **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 inclusive practices, trauma informed care, and are passionate about serving youth in a way that empowers them to reach their inherent potential!
- 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 seasoned coach who prioritizes best practices of positive youth development.** This person has experience in coaching youth of different age ranges and skill levels, prioritizing an approach that is fun, inclusive, and safe for all participants. They are eager to get to know SWB's youth and strengthen ways to center the voices of participating youth into program design.

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

Typically, Program Managers at Soccer Without Borders join our team with a bachelor's degree and 3-5 years of on-field coaching experience. In addition, they bring 3-5 years 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 Program Manager position is a full-time exempt position with an ideal start date of February 2024, reporting to the Colorado Director. The salary range for this position is \$52,000 - \$60,000, with a starting salary determined by a combination of experience and location. Benefits include employer sponsored health care, 401k plan, 8 paid holidays, 6 weeks of hub-designated seasonal time off, plus 5 flexible personal days, 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 (or video recording) to Colorado Director, Matt Kaiser ([mkaiser@soccerwithoutborders.org](mailto:mkaiser@soccerwithoutborders.org)), 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?

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 Matt 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. 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. Across SWB, our current team comes from 13 countries and speaks 19 languages, including 40% who are program alumni. We look forward to meeting you!