



Soccer Without Borders Managing Director of Development

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.

Soccer Without Borders aims to create a more inclusive world through soccer. We achieve this through direct youth development programs that engage young people through soccer, education, and community activities that provide the skills and support they need to thrive. Collectively, our year-round programs in five states and three countries work in tandem with our training, camp, technical assistance, and exchange programs to serve over 4,000 young people annually in the United States and abroad. We are proud and active members of national and global networks that allow us to amplify our learnings, share our impact, and build a collective movement of social change through soccer.

The Position

Soccer Without Borders is now **hiring its first dedicated, nationally-focused fundraising position - the Managing Director of Development**, in order to generate additional, sustainable support for our mission. This is NOT a typical nonprofit fundraising effort, however! We intend for the Managing Director of Development to be laser-focused on relationships and results – specifically through one-on-one engagements with donors and prospects about the impact of Soccer Without Borders in our communities (and beyond).

The Managing Director of Development **must be willing to work across the spectrum of fundraising**, from engaging high-level donors and prospects (including scheduling their own meetings), to updating spreadsheets and generating thank you letters. ***This is a roll-up-your-sleeves position, combined with the sophistication of engaging with world-changing philanthropists.***

The ideal candidate for this role:

1. **Wants to have a big impact!** This person is passionate and knowledgeable about some aspect of our mission: the power of soccer to change the world, the dynamics of life in developing countries, the experiences of refugees and asylees, or the value of youth development.
2. **Is a fundraiser who has found a kinship in sales language and approaches.** This person is eager to build meaningful connections and hungry for the opportunity to make the ask - because philanthropy is about having an impact. *Their experience might include corporate sales or business development, or finding that sales-based best practices have worked well in fundraising.*



3. **Gets how to keep people focused on the goal.** This person has experience with influencing people and project management. *In particular, this person **excels at upward management**, understanding the universe in which their colleagues operate and how to keep everyone moving toward results.*
4. **Thrives in a role split between assists and winning shots.** This person gets the power of what can be accomplished by a unified team, puts the team ahead of their own needs and goals, and is a strong influencer who is not afraid to speak up. *They love working with others in engaging prospective donors, and regularly include and hand off to other team members.*
5. **Is a natural builder.** This person has gravitated toward roles that didn't exist before. *This person has a start-up mentality, sees opportunities to create or improve systems and processes, handles their own administrative tasks with ease, and truly enjoys getting their hands dirty while figuring out the way forward.*
6. **Is an action-oriented, organizational whiz.** This person LOVES handling details and multiple projects running in parallel, methodically plowing through their to-do list. *This is the kind of person who always keeps their calendar updated, and who others can count on to follow through.*
7. **Is a proactive communicator.** This is a person who has worked on dispersed teams before, and understands the importance of overcommunicating, speaking up, and being direct, with the vision in mind as a guide. *This person takes the lead in making conversations happen, and always makes sure the right people are at the table.*

Role Expectations and Responsibilities

The Managing Director of Development is a new position at Soccer Without Borders. As a result, the first hire will not only fulfill the responsibilities of the role as it evolves, but also work with the ED to actively define and iterate the position itself. As a member of the Executive Leadership alongside leaders in Operations and Programs, the MD of Development will collaborate across functional areas to promote efficiency, fiscal responsibility, and sustainability of the organization as we work to maximize impact.

To start, the role will be **focused in these primary areas:**

Build and implement the fundraising strategy

- Partner with the Executive Director, leaders, and board members to create the fundraising strategy, with an annual goal of \$2.4M, growing to \$3M in the next two years.
- Secure support for initiatives laid out in the strategic plan and identify local, national, and international projects for funding.
- Develop a long-term vision and strategies for increasing major gifts to attain long-term financial sustainability.
- Effectively identify and manage key fundraising projects that improve overall efficiency and effectiveness

Manage the fundraising pipeline

- Own and drive the pipeline of funding prospects - which means keeping a master list of all prospects, including our large group of current supporters, and making sure we work to engage them effectively.
- Collaborate with leaders and board members to identify prospects within SWB's current network, and beyond.
- Work with the team to assign roles and action steps for each prospect. Support and guide other team members in their roles as relationship managers.



- Model effective prospect strategy and engagement for the team.
- Run regular sales team meetings to ensure accountability and progress to fundraising goals.

Owner of a fundraising portfolio – responsible for engaging prospects and investors to meet the fundraising goal:

- Own relationship management and lead strategy for a portion of prospects and donors, conducting prospect research and strategy for each of them.
- Plan and strategize around prospect predisposition and visits, including engaging other members of the organization as needed.
- Visit with prospects and make asks, sometimes leading, and sometimes supporting.
- Manage prospect follow-up activities, coordinating with the team as needed.
- As needed, take on limited grant writing responsibilities, and provide guidance and support to the grant writing and reporting processes.

Manage stewardship of donors

- Oversee stewardship connections with all donors.
- Establish or improve simple systems to make sure donors feel engaged year-round.

Location & Travel. This position is ideally based in Baltimore or Boston, but the location could be flexible for the right candidate. Travel may be required 25-30% of the time, primarily in the U.S., with occasional international trips to our sites.

Compensation & Benefits. The salary range is \$75,000 - \$80,000, depending on experience. Benefits include a health reimbursement plan, 401(k) plan, unlimited vacation policy, and access to mentoring and professional development.

To Apply:

If this profile calls out to you, please send to our partners at For Impact talent@forimpact.org your résumé, along with a tailored, authentic cover letter that explains 1) why this mission excites you; and 2) why this particular role is a fit for you.

For Impact | The Suddes Group brings a fresh approach to talent searches. We combine our decades of experience in talent, leadership, and organizational development with our 30+ years helping 5,000+ organizations raise over \$2 Billion. We believe that success lies in the ability to commit to a **fundraising model** that focuses on **sharing the impact** that will help **drive income to sustain and grow** the organization.