



Soccer Without Borders Program Coordinator – SWB Maryland

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. Global displacement currently affects more than 1 in every 100 people in the world. Newcomer youth arrive in Maryland from all over the world, many fleeing some of the world's most protracted conflicts. SWB Maryland has been serving the refugee and immigrant community in and around Baltimore City since 2009 with a culture of welcoming and belonging that supports newcomers to build new home. We currently serve over 600 youth annually through school year and summer programs that include soccer, education, and community activities.

The Position

Based in Baltimore City, Soccer Without Borders Maryland is seeking an outgoing educator to serve as a Program Coordinator at Dundalk Middle School. As a member of the SWB Maryland leadership team, the Program Coordinator should be energetic, dynamic, engaging, and creative as a leader and problem-solver. With the support of an AmeriCorps service member and enthusiastic volunteers, the Coordinator will be responsible for all activities at Dundalk MS, taking ownership of challenges and ready to do the on-the-ground work of supporting newcomer youth and families. Experience working with youth, coaching soccer and able to plan/adapt practice sessions according to age and ability is a plus.

The Program Coordinator must be dedicated to creating an inclusive atmosphere for all participants, communicating and implementing team rules and positive culture, and showing an active interest in getting to know all program youth and their families.

This is a roll-up-your-sleeves position that puts social change and youth development goals into action, delivering direct programming to youth throughout the year.

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 influence young people, the experiences of refugees and asylees, the importance of mentors, and/or the value of youth development. They want to have an impact on young people, as well as on a growing and evolving community organization.



2. **Is a caring and empathetic mentor.** This person is curious about others' stories, asking questions and seeking to understand the experiences of others. They love to work with kids, and always have energy to listen.
3. **Is action-oriented and a self-starter.** This person isn't afraid to plow through a to-do list, and is someone that others' count on to follow through even when juggling multiple balls.
4. **Is a proactive communicator.** This person understands the importance of overcommunicating, speaking up, and being direct, while also actively listening and learning from others. They are able to communicate effectively in English, and have at least foundational Spanish speaking skills.
5. **Is committed to a more welcoming Baltimore.** This person is eager to build meaningful connections to the communities we serve, embracing and actively contributing to a thriving Baltimore and inclusive school community at Dundalk Middle School.

Role Expectations and Responsibilities

This position will be responsible for planning and leading implementation of after-school programming at Dundalk Middle School and summer programs at 2 Baltimore County high schools. Programming will include English-integrated soccer practice, community building activities, and homework help. The continued success of this program will depend heavily on the relationships developed between the Coordinator, students, school partners, and families. Additionally, the Program Coordinator will contribute to the success of SWB Maryland as a whole, collaborating with colleagues at different sites to advance the mission.

1. Coaching & Direct Service (50%):

- Lead comprehensive, holistic, and youth-centered programming with newcomer youth throughout the year, including after-school and summer programming
- Direct program planning & facilitation using the 9-point practice plan and Complete Season Checklist
- Lead player recruitment and retention
- Academic monitoring and advocacy
- Intern & Volunteer supervision, feedback, and escalation of cases for concern
- Game Preparation (including transportation coordination with SWB Director)
- Student & Family Engagement (including house visits and mentor matches when necessary)

2. Staff Team Leadership (25%)

- Actively participate on Maryland Leadership Team through bi-weekly meetings, planning and implementation of new initiatives, assisting with hiring process
- Supervision and professional development of Americorps Service Member
- Volunteer Management: correspondence, onboarding, coordinating with site leaders, planning and facilitating trainings, collaboration with community partners

3. Program Support (25%):

The Program Coordinator will also play a key role in securing the inputs needed to ensure SWB Maryland can operate successfully.

- Timely Monitoring & Reporting (Attendance and Academic Reporting & coordination with SWB staff.)
- Event Planning & Participation (including fundraising events such as Small Goals Big Change)
- Social Media content (providing material for communications, stories, photos, videos, etc.)



- Partnership cultivation and maintenance
- Other projects as assigned

Required Skills and Qualifications

- Spanish language proficiency
- Bachelor's degree or equivalent skills
- 2-3 years of full-time work experience
- Ability to communicate positively and efficiently with many audiences
- Excellent written communication skills, especially over email
- Excellent organizational skills and ability to prioritize tasks
- Ability to work independently and take initiative
- Excellent problem-solving skills and ability to address challenges with creative solutions
- Comfortable coordinating large groups of people, youth and adult
- Strong attention to detail and ability to meet deadlines
- Commitment to the potential of all young people, and the power of sport to create social change.
- Experience with a team sport and/or sports-based youth development organization

Preferred Qualifications

- Driver's license and personal transportation
- Familiarity with Baltimore community

Time Commitment and Compensation

The Program Coordinator position is a full-time position based at our Baltimore, MD office and Baltimore County program site (Dundalk Middle School), beginning **May 2021**. While the majority of this position will be completed during the weekday, oftentimes events and trainings will occur on weekends and evenings, and transportation support is occasionally required. This salary for this position will be in the high-30s with opportunity for growth. This position includes a health care stipend, generous vacation time, a flexible work environment and a 401k retirement savings plan. Unfortunately, SWB is not able to provide visa sponsorship. SWB encourages persons of any race, ethnicity, faith, sexual orientation, gender identity, and background to apply.

Interested?

Please send a meaningful email introduction including how you heard about this position along with a resume to SWB Maryland Director Emily Sherman at baltimore@soccerwithoutborders.org. To help us with our process, please put "SWB Program Coordinator" in the title. Applications will be accepted until **April 16, 2021**, with priority given to earlier applicants.