SOCCER WITHOUT BORDERS
Director or Manager of Communications

The Opportunity
Soccer Without Borders (SWB) is seeking a Communications professional to join our team at an exciting moment in our organizational history. After 15 years of impactful direct service with a focus on social inclusion of refugee and immigrant youth and marginalized girls, we are expanding our scope to contribute on a wider scale, while continuing to deepen our impact locally at our Hubs. We are seeking a motivated and well-rounded professional to work alongside organizational leaders to evolve our brand to reflect this vision, coordinating forward-looking projects while keeping our current foundations strong. This position is a unique opportunity to impact thousands of youth around the world as a member of a dynamic, diverse, and welcoming team.

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 is a leading non-profit in the sport-for-development sector, recognized by the FIFA Diversity Award, the Lipman Family Prize from the Wharton School of Business, the Robert Wood Johnson Foundation Sports Award, and two Beyond Sport Collective Impact Awards. 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.

The Candidate
Soccer Without Borders is seeking a Communications professional who is enthusiastic about joining our team at this exciting moment. We are interested in finding the right fit, and are therefore open to either a Manager or Director level position.

We value transferable skills, lived experience, and diverse perspectives. Essential and desired skills and experience for this position include:

- Strong ability to write and edit in English, including the ability to adapt to different formats such as email, articles, interviews, social media, etc.
- Proven, effective design skills, at minimum using template software such as Canva; experience with InDesign or creative software is preferred for the Director position.
- Familiarity with and confidence in navigating website and content management systems such as Wix, Constant Contact, Google Business, Adwords, and other technology systems.
At least 3 years of significant professional experience with increasing responsibility and ownership (full-time or equivalent). Director-level candidates will typically have 6+ years of experience and demonstrated ability to manage others and take ownership of work streams.

- Professional maturity to work effectively remotely or across locations/time zones is a must.
- Prior experience in social impact communications and/or a non-profit structure is a plus.
- Spanish language skills are a plus.

The Position
This role will drive awareness, visibility, and ultimately investment in the Soccer Without Borders mission. The position has four major areas of responsibility:

- **Content Creation:** Ensure consistent, timely original content on main SWB communication channels, field media requests, produce key printed and digital assets such as the Annual Report. Lead the content creation and execution of communications for the annual Play It Forward campaign.

- **Brand-building:** Develop and update tools for branding across local and global platforms used by SWB (local vs. central social media structures, style guide, photo bank, etc); Support a website redesign process and manage the implementation of new style guidelines, etc. across the organization.

- **Audience engagement & Management:** Oversight of social media, digital footprint, email and website inquiries, and other external communication, honoring corporate partnership requirements.

- **Teaming:** Organize and lead communications captains at SWB Hubs to ensure consistent voice and messaging. Collaborate with teammates working in fundraising, monitoring & evaluation, volunteer coordination, etc. and work with consultants as needed for specific project needs.

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. In short, we work hard to live our values and are seeking a teammate who aligns with this philosophy. Manager-level pay at SWB ranges from $45,000-$55,000 and Director-level compensation ranges from $60,000-$75,000. Benefits include a health care reimbursement, 401k plan, 15 paid holidays, paid sick leave, paid family and medical leave, flexible vacation leave up to 4 additional weeks, and paid sabbatical leave after 5 years.
Surrounding Supports & Reporting Structure
This position reports directly to the Executive Director, and coordinates supporting staff members for social media and content creation, while leveraging the support of any development, M&E, or finance personnel as needed to execute the responsibilities of the role. This position is a member of the Advancement Team, which includes the Executive Director, Advancement Director, Development Operations Associate, and all Hub Directors, and also participates in the Program Leaders Council, which includes all Program and non-program Directors and Managers.

This position could be fully remote (within the U.S.) or be at home at one of our SWB hubs in Oakland, Baltimore, Boston, or Denver. We are looking for someone who is a great teammate, and we are open to discussing non-traditional position designs with the right candidate. SWB leverages the expertise of over 50 Advisors and Board members, as well as hundreds of volunteers each year, including volunteer photographers, videographers, content creators, marketing professionals, and consultants.

Application Process
To apply for this position, please send a resume and cover letter (can be in the body of the email) to Lucas Holmes, staffing@soccerwithoutborders.org. Please include at least one writing sample via PDF or link to published work. Applicants are also strongly encouraged to share a portfolio of their work that may include samples of writing, design, website or social campaigns.

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 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!