



Executive Director Job Description

Location: Remote

Start Date: As soon as February 15, 2023

Position: Full-time (40 hours per week)

Contract Length: Permanent Position

Report to: Board of Managers

Compensation: \$100,000 - \$120,000

BPC Overview

Black Players for Change (BPC) is an independent 501(c)(3) organization consisting of over 170+ Black players, coaches and staff of MLS, working to bridge the racial equality gap that exists in society. BPC is committed to tackling the racial injustices that have limited Black people from having an equitable stake in the game of soccer and society. Among our many goals, the organization strives to bring attention to human rights inequalities by protesting, delivering programs, establishing partnerships, and advocating for policies that address systemic discrimination.

Role Summary

This is an exciting opportunity for an ethical, empathetic, and entrepreneurial leader to advance BPC's mission and expand its impact. The Executive Director will partner with the Board of Managers to set the strategic vision for BPC's short and long-term growth while maintaining its high caliber programs and deep relationships within the broader community. The Executive Director will report to BPC's Board of Managers. The Executive Director will work to achieve three key responsibilities: 1) strategic thinking and vision setting, 2) organizational leadership, and 3) relationship building and fundraising.

1. Strategic Thinking & Vision Setting:

- Provide vision, direction, and oversight for BPC, allowing the organization to achieve its goals in the short and long term;
- Establish organization-wide annual goals that are both ambitious and realistic, and aligned with BPC's strategic vision and growth objectives;
- Collaborate with the Board of Managers to continuously improve BPC's strategy, fundraising, programs, and operations;
- Partner with the Board Chair to enhance the efficacy of BPC's Board of Managers;
- Manage a significant volume of work that ranges from strategic to tactical, shifting nimbly between high-level strategic priorities and immediate operational priorities;
- Identify new ideas for improvement – create, ideate, innovate. Try new concepts and dream of big things that allow BPC to strengthen and grow.

2. Organizational Leadership:

- Coach, develop, manage, and lead BPC's full- and part-time staff members;
- Lead the creation and reinforcement of a fun, safe, and collaborative working environment;
- Provide executive oversight across key aspects of BPC's multi-faceted programming (e.g., planning, implementation, evaluation, etc.);
- Work with the Brand Director to build and design processes, systems, and protocols needed to ensure operational excellence and prepare for BPC's growth;
- Collect, organize, and disseminate information from strategic partners and internal affairs to the Board of Managers and full Player Pool;



- Set the tone by working professionally, communicating effectively, and maintaining a high-performance, low-stress work environment.

3. **Relationship Building & Fundraising:**

- Serve as a key voice and representative for BPC, acting as the key point of contact for all stakeholders;
- Nurture relationships within BPC's community (e.g., board members, advisors, members, staff, program partners, etc.) to foster programmatic excellence and overall development of the BPC community;
- Cultivate and secure relationships with existing and potential philanthropic and corporate partners;
- Establish and execute a clear fundraising strategy to secure BPC's future.

General Qualifications:

The ideal candidate will possess the following:

- Minimum Bachelor's Degree (preferably a Master's Degree) in Business Administration, Nonprofit Management, or any other relevant field;
- 5+ years of experience with increasing levels of responsibility leading a diverse cross-section of organizational functions, including strategic and operational planning, fundraising, developing and executing programs, building teams, and conducting financial management and compliance;
- You are committed to and moved by BPC's mission to promote equity and representation in soccer and society more broadly;
- You believe in the importance of cultivating an inclusive, warm, and loving community;
- You are energized by working in a fast-paced, start-up environment where you balance competing priorities with long-term strategic goals and immediate organizational needs;
- You are disciplined, energized, and capable of executing ambitious plans with limited resources;
- You possess exceptional strategic thinking and problem-solving skills;
- You have strong relationship building skills, with a track record of establishing buy-in across stakeholders and influencing diverse groups of individuals and networks to achieve outcomes;
- You are an exceptional communicator and storyteller – both in written and verbal forms;
- You thrive when coaching and managing others through change; you are confident leading staff one-on-ones, planning meetings, quarterly check-ins, and even having difficult conversations when necessary – and you are driven to promote a positive and supportive team culture;
- You have a passion for soccer;
- You are confident developing and managing an annual budget in partnership with BPC's Board of Managers.

To Apply:

Please submit a resume and a cover letter explaining why you would be a fit for this opportunity.

All applications should be submitted to careers@blackplayersforchange.org no later than 11:59pm EST on December 31, 2022.

Black Players for Change provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.