



PEACE PLAYERS

POSITION PROFILE

EXECUTIVE DIRECTOR, PEACEPLAYERS UNITED STATES

PEACEPLAYERS INTERNATIONAL

LOCATION FLEXIBLE (UNITED STATES)

ABOUT PEACEPLAYERS INTERNATIONAL

"PLAY TOGETHER. LIVE TOGETHER."

PeacePlayers International ("PeacePlayers") is a global organization that uses the power of sport to unite, educate and inspire young people to create a more peaceful and equitable world. PeacePlayers was founded in 2001 on the premise that children who play together can learn to live together. Using basketball, PeacePlayers bridges divides, changes perceptions and develops leaders among youth from divided communities.

PeacePlayers is the recipient of numerous awards including the Laureus Sport for Good Award, the Robert Wood Johnson Foundation Sports Award, and the Sport for Reduced Racial Inequalities Collective Impact Award. With partnerships with organizations such as Nike, the NBA Players Association Foundation, and the Arbinger Institute, and a dedicated Board including leaders in sport such as Steve Kerr, Jessica Gelman and R.C. Buford, PeacePlayers is widely recognized as the global leader in the sport for peacebuilding field.

PeacePlayers International operates programs in Northern Ireland, South Africa, Cyprus, the Middle East and also several cities in the United States. They offer sport programming, peace education, and leadership development to youth from undervalued and divided communities.

Over the past 20 years, PeacePlayers International has trained over 2,000 coaches and has partnered with 260 different schools and non-profit organizations. As of 2020, over 125,000 children have been impacted through PeacePlayers' programs, and these programs continue to bring children together through sport to form positive relationships, develop leadership skills and improve their futures.

We are looking for a future leader who is energized and inspired by our values, as well as someone who brings new backgrounds, perspectives, and experiences. At PeacePlayers, our three core values are an active part of everything we do:

- **Seeing People as People.**
PeacePlayers sees everyone's humanity, including those who are different and those that may disagree.
- **Culture of Collaboration.**
PeacePlayers seeks to be helpful to others, recognizing that everyone has their own unique talents, which together can be utilized for greater good.
- **Inside Out Transformation.**
PeacePlayers is committed first to internal change in order to inspire and be influencers of peace towards others.

ABOUT PEACEPLAYERS UNITED STATES

Systemic inequality in the U.S. breeds a lack of opportunity and creates community divisions. BIPOC Americans face inequity and disparity in every facet of life: economic, education, health and involvement in the criminal justice system. Through our sport programming, we hope to equip members of the various communities we serve with tools to advocate against and challenge systemic racism.

As a part of PeacePlayers International’s commitment to Diversity, Equity, and Inclusion PeacePlayers has partnered with an external consultant to ensure that PeacePlayers International lives our belief in embracing people of all races, ethnicities, gender identities, ages, sexual orientations, religious/spirituality, and backgrounds. Our organization strives to create an inclusive environment where race, seen and unseen disabilities, and other identifiers do not pre-determine one’s future but rather an environment where everyone is valued and heard.

We as an organization, aim to tackle that challenge by providing our youth participants with leadership and peacebuilding skills to inspire and develop young leaders who will be equipped to create a more peaceful world.



ABOUT PEACEPLAYERS UNITED STATES

In January of 2017, PeacePlayers launched a partnership with Nike to bring PeacePlayers' proven model of uniting communities through sport to the United States. This exciting partnership that continues today brought PeacePlayers to Baltimore, Brooklyn and Detroit, and then added programs in Chicago and Los Angeles. Given the dramatic programmatic growth over the last two years, PeacePlayers has strategically decided to formalize a PeacePlayers U.S. entity that will own the strategic direction of PeacePlayers' sustainability and growth in the United States, alongside supporting the organization-wide global network.

Partnering with Nike and community stakeholders, youth ages 8-18 experience high caliber basketball programming, engage in a peace education and leadership curriculum, and connect with other PeacePlayers around the world. Over time, young people build skills, sportsmanship, self-esteem, and become leaders and advocates for a more peaceful and equitable United States. For more information on PeacePlayers, please visit peaceplayers.org.



THE OPPORTUNITY

PeacePlayers United States is seeking a dynamic leader to join the U.S. team as the Executive Director. This is a unique opportunity for a talented, driven individual to lead a strong organization with tremendous potential and advance it in its next chapter and beyond.

The Executive Director will lead the U.S. efforts of PeacePlayers, the newest and largest of the five international PeacePlayers sites. The Executive Director will have overall strategic, operational, and managerial responsibility for the U.S. including oversight of the \$1.6M annual budget and staff of 15+; both of which are targeted to grow significantly in this next chapter.

Key responsibilities include:

Leadership

- Lead, build and inspire a talented and dedicated team, inclusive of U.S. national and local (Baltimore, Brooklyn, Chicago, Detroit, and Los Angeles) staff, and help launch new program site in Portland.
- Develop a strong, national hub that will support the local sites in fundraising, marketing and communications, finance, programming, and networking.
- Collaborate closely with PeacePlayers Global, along with PeacePlayers International's Founder and President, to develop a multi-year strategy focused on financial sustainability and growth that is in line with the PeacePlayers Global Strategic Plan.
- Serve on the Global Leadership Team with other country directors to collaborate in maximizing global impact.
- Work with Global Executive Director and PeacePlayers International's Founder and President to recruit and develop a strong and impactful PeacePlayers U.S. Inaugural Board of Directors.
- Work with external stakeholders (key liaison with Nike) and demonstrate professionalism and leadership to support the ongoing partnership needs.
- Adhere to operational excellence while providing the management support of the PeacePlayers U.S. entity.

THE OPPORTUNITY

Fundraising and Development

- Lead all planning, strategy, and execution of fundraising for U.S. programs by working closely with PeacePlayers International's Founder and President to understand the current financial landscape and existing donor base, and identify opportunities for new financial support in the U.S.
- Work closely with U.S. markets to develop regional and local fundraising strategies. Develop and expand local and national fundraising activities to support existing program operations and national expansion.
- Spend time in-market in Baltimore, Brooklyn, Chicago, Detroit and Los Angeles to build relationships with staff and assess areas of need for local sustainability.
- Collaborate with PeacePlayers Global and U.S. staff to effectively steward existing U.S. focused donors and build a pipeline of future supporters of PeacePlayers work in the U.S.
- Support and identify tentpole, national opportunities to activate and sustain interest in U.S. programs (for example, holding basketball tournaments in all U.S. markets over MLK weekend in January).

Financial Performance and Operations

- Adhere to PeacePlayers' unifying principles. These "unifying principles" ensure all PeacePlayers international sites are similar enough to each other to achieve the shared mission of the organization and also afford the flexibility for local leaders in each site to innovate and make contextually- driven decisions for the greatest overall impact.
- Identify and strategically partner with organizations and institutions to deepen, sustain and scale PeacePlayers' programmatic impact across the U.S.
- Collaborate with country directors of other PeacePlayers sites (Northern Ireland, Middle East, South Africa and Cyprus) to share learnings and best practices across sites for the good of the global PeacePlayers network.
- Oversee all budgeting and fiscal management of PeacePlayers U.S.

CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Passion for the Mission

Fully embracing with enthusiasm and pride the values and goals of PeacePlayers, the Executive Director will be passionate about fulfilling PeacePlayers' mission. The Executive Director will be energized by identifying and taking on meaningful issues and driving toward solutions. This leader will have a strong personal commitment to youth development, peace building, conflict resolution, and a fundamental belief in the transformative power of sports. This leader will care deeply about helping to develop underserved, underrepresented youth into leaders in their communities, working to dismantle inequities, and use sport as an effective catalyst for social change. This leader will be an individual of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

A Skilled and Strategic Leader

The Executive Director will be a strategic, nimble and results-oriented leader, with an entrepreneurial ambition and approach. An inspiring, empathetic, and engaged leader, the Executive Director will have the ability to cultivate and retain diverse teams with a broad set of ideas and skills and achieve organizational impact by recognizing and leveraging individual strengths and teamwork. This executive will be successful at orchestrating strategic processes and leading a passionate team to execute on organizational goals and to ensure accountability and high standards for staff deliverables, while providing staff with a mission-driven work environment and professional growth opportunities. Serving as an internal champion, the Executive Director will foster a positive environment for participation, collaboration and innovation with the goal of advancing PeacePlayers' mission and impact.

CANDIDATE PROFILE

A Dynamic Ambassador

The Executive Director will be an energetic and enthusiastic leader who will serve as an ‘Ambassador’ for PeacePlayers. This leader will be a confident public speaker who inherently enjoys the external side of the role. The Executive Director will be a demonstrated or emergent leader in the field of development. This leader will embrace the current funding landscape and will enthusiastically work to expand and diversify PeacePlayers’ funding sources. The Executive Director will represent PeacePlayers to a broad range of constituents and will utilize brand and marketing strategies to elevate PeacePlayers’ recognition, while maintaining strong, trust-based relationships with the local communities PeacePlayers serves. The Executive Director will be confident yet humble, ambitious to accomplish great outcomes while sharing the credit broadly with all involved, and able to command respect and have the gravitas to work across the diverse spectrum of current and future stakeholders including the staff, Board of Directors, donors, communities, program partners, and beyond. This leader will have an inspirational approach to building collaboration and buy-in and generating support from all stakeholders. The Executive Director will have exceptional verbal and written communication skills.



CONTACT

To make recommendations or to express your interest in this role email apply@peaceplayers.org

All nominations, inquiries and discussions will be considered strictly confidential.

PeacePlayers appreciates your interest in our company as a place of employment. It is PeacePlayers policy to provide equal opportunity for employment to all qualified employees and applicants, regardless of race, religion, religious affiliation, ancestry, citizenship status, marital status, familial status, sexual orientation, gender identity, color, creed, national origin, sex, age, disability, or veteran status or any other characteristic protected by local, state or federal law. This policy applies to all areas of employment including recruitment, placement, training, transfer, promotion, termination, pay, and other forms of compensation and benefits. PeacePlayers will provide reasonable accommodations to qualified individuals with disabilities.

