



## **Regional Director - National**

### **About Leveling the Playing Field:**

Leveling the Playing Field (LPF) is a nonprofit organization that brings access and equity to children in under-resourced communities to enjoy the mental and physical benefits of youth sports participation. LPF does this through the collection of used/excess sports equipment from schools, manufacturers, individual families, and others. After being inventoried and sorted by volunteers at the LPF warehouse, the equipment is then redistributed to a school, sports league, or other organization in an underserved community and placed into the hands of a child who cannot afford their own equipment.

### **LPF Culture:**

The LPF team culture attracts self motivated people who excel in an entrepreneurial environment, thrive in a workplace that invites innovation, and embrace collaboration. LPF is committed to providing opportunities for professional development to all staff. All LPF staff demonstrate a commitment to strengthening communities and a passion for youth sports participation.

### **Position Summary:**

Reporting to the Chief Operating Officer, the Regional Director is a newly created position that will play a critical role in helping LPF achieve its vision to provide high quality programs locally and extending the LPF model nationally. The Regional Director will be responsible for a variety of significant activities including internal operations, oversight of multiple markets, human resources, site expansion, and program evaluation services. She or he will be instrumental in ensuring consistent and effective internal processes and communications in order to strengthen LPF's programs and position the organization for continued success.

### **Responsibilities:**

- Leadership & Oversight of LPF Region (70%)
  - Oversee the program operations and day-to-day leadership of LPF's program staff to provide them with management guidance, strategies for growth, and operational assistance.
  - Assist in the hiring of new program staff; conduct yearly performance evaluations of Program Directors, and implement the appropriate professional development tools and training to maximize operational effectiveness and to ensure the achievement of employee goals and performance benchmarks.
  
- Strengthen internal operations and infrastructure (30%)
  - Work with COO & HR consultant on all human resources policies and programs for LPF including organizational planning and development, on-boarding, training, compensation and benefits, performance evaluation, and recruiting; provide clarity around roles, motivate program staff, and facilitate effective team dynamics.
  - Support the senior leadership team and staff to make consistent and progressive steps toward organizational and programmatic consistency and sustainability; effectively

- communicate work plans and priorities derived from the organization's strategic plan by partnering with senior leaders to follow through with coordinated accountabilities, objectives, and associated budgets.
- Enhance organizational excellence by establishing operational benchmarks, timelines, and resources needed to achieve strategic goals, proactively recommending and driving improvements as necessary; set standards for accountability and measurements of success.
  - Oversee LPF's evaluation activities including data collection systems, longitudinal evaluation, and all contracts and activities relating to program evaluation and measurement; communicate and prepare all data collection summary reports and evaluation updates for the ED, board of directors, and staff.
  - Develop a knowledge management system that ensures maximum sharing of information and learning throughout the organization; create an environment whereby LPF is known as a best-in-class learning organization.

### **Performance Evaluation:**

The Regional Director will be evaluated based upon key performance indicators from each market within their portfolio that include: equipment collection metrics, volunteer engagement, equipment distribution metrics, fundraising goals, and other performance areas as necessary.

### **Qualifications:**

- Bachelor's degree required, graduate degree preferred; at least 10 years of professional experience in a general management role, ideally in a rapidly evolving organization
- Highly organized and ability to wear multiple hats in an ambiguous, fast-moving environment; a driving force who manages toward clarity and solutions
- A successful track record in setting priorities, shaping processes, guiding investment in people and systems, and developing an infrastructure that creates a stronger and more efficient organization
- Thorough understanding of project management; able to work effectively under pressure to meet tight deadlines and goals
- A consummate team player with a flexible and creative approach
- Excellent communication and coalition building skills with an ability to balance, negotiate, and work with a variety of internal and external stakeholders; high level of knowledge and understanding, especially as it relates to program replication, connecting programs to funding, creatively generating other resources, and building strategic partnerships
- Personal qualities of integrity, credibility, and a commitment to LPF's mission

### **Compensation & Benefits:**

- Generous PTO and leave policy
- Benefits include health/dental insurance, 401(k) with employer contributions as well as HSA employer contribution
- Salary range \$80,000-90,000 depending on qualifications and experience

### **Equity Statement:**

Leveling the Playing Field 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.

A diverse staff enables us to better carry out our mission. We encourage individuals of all backgrounds to apply.

**How to Apply:**

To apply, submit a resume and cover letter to [jobs@levelingtheplayingfield.org](mailto:jobs@levelingtheplayingfield.org) with “Regional Director” in the subject line.