



Senior Director of Growth

The Squash and Education Alliance seeks a Senior Director of Growth to oversee the launch of SEA member programs in new cities, manage SEA's grantmaking process, build relationships with key donors and partners, and engage the SEA network's board chairs, executive directors, and senior leadership. A newly created position, the Senior Director of Growth will report to SEA's Executive Director. This is an ideal position for someone who is entrepreneurial, excellent at managing projects, skilled at building community and relationships, and passionate about SEA's mission.

The Senior Director of Growth will play an important role in helping SEA implement its five-year growth goals by supporting startup organizations in new markets (such as Bridgeport, CT) and managing the grantmaking program, through which SEA plans to distribute \$2+ million to its member programs by 2026. Responsibilities include:

Launching SEA Programs in New Cities

SEA teams up with local leaders to launch new programs in cities that can sustain and grow strong organizations over time. The Senior Director of Growth will lead these efforts and provide hands-on support to newly launched squash and education programs that seek to join SEA's member network. Specific duties include:

- Oversee the launch of SquashBridge in Bridgeport, CT, lead its community building efforts, and work with the board of directors, architects, and contractors to manage the design and construction of a facility for the program
- Serve as a point-of-contact and advisor for nascent and developing organizations that want to learn from SEA and/or plan to apply for membership
- Help current member organizations expand to additional program sites
- Collaborate with the Senior Director of Member Support to help newly launched organizations build capacity and meet the criteria needed to apply for SEA membership

Network Grantmaking

As outlined in the organization's five-year strategic plan, SEA seeks to provide catalytic grants for new programs, capital projects, community access initiatives, squash excellence, and program and academic innovation. The Senior Director of Growth will manage the implementation and tracking of this grantmaking strategy, distributing \$500,000 in grants annually to SEA member organizations. Specific duties include:

- Design a streamlined process and set of template materials for SEA's grant cycle, including grant applications, one-page summaries, and reports
- Serve as a point-person for SEA member programs seeking funding and collaborate with the Executive Director, SEA staff, and Board Grants Committee to review applications and make decisions
- Periodically host virtual meetings for the SEA network to share information about the grantmaking process, opportunities, outcomes, and learnings

- Continually examine SEA's grantmaking to evaluate its effectiveness, with the goal of improving efficacy over time

Convening Leaders

SEA hosts leadership development opportunities and retreats for staff in our network. The Senior Director of Growth will be responsible for organizing gatherings for leaders in our network, including but not limited to Executive Directors and Board Chairs. Specific duties include:

- Organize an annual network-wide Executive Director retreat
- Organize regional gatherings of Executive Directors and Board Chairs, in conjunction with major events in the SEA network and squash community
- Organize the annual Leadership Assembly, which annually brings together 100+ leaders of the network, including EDs, Program Directors, Board members and major supporters
- Work with the Chief Program Officer and Executive Director to design a leadership development program that will grow the talent pool for future leaders of SEA programs, with a focus on recruiting and retaining SEA alumni

Fundraising

In addition to the core areas of focus listed above, the Senior Director of Growth will support the Executive Director and Director of Development's fundraising and advancement work. Specific duties include:

- Deepen relationships with SEA's leading donors and identify major donor prospects
- Work with local leaders to identify and engage major donor prospects in cities where SEA programs are being launched

Skills & Qualities

- Positive, can-do attitude and exemplary work ethic
- Ability to create and lead committees, boards and other volunteer groups
- Enthusiasm for travel
- Facility with the most popular social media platforms
- Ability to work with multiple people and numerous projects concurrently
- Excellent written and oral communication skills
- Strong relationship builder with the ability to find build consensus and strengthen collaboration among diverse stakeholders
- Ability to navigate a fast-paced, outcomes-driven, and entrepreneurial environment
- Passion for SEA's mission and belief in the principles and goals of SEA's strategic plan

Experience & Qualifications

- Bachelor's degree
- 10+ years of work experience, ideally in nonprofit, education, sport or philanthropy
- Knowledge of and prior experience in the SEA network is required

Hours and Travel: SEA staff currently have the option to work remotely two days a week (Thursday and Friday). As a member of SEA's leadership team, the Senior Director of Growth will, as needed, be expected to work outside of traditional work hours and be a more regular presence in the office, including on select Thursdays and Fridays. The Senior Director of Growth is expected to attend SEA events and visit SEA's member organizations.

Compensation: \$100,000-\$120,000. Benefits include 4 weeks of vacation annually, health insurance, and, after one month of full-time service, a 401K matching plan.

Start date: As soon as possible

SEA is the umbrella organization of a network of 19 U.S. nonprofits and 5 international affiliate organizations that combine squash, academics, mentoring, travel, college support, and career readiness for more than 2,500 young people. Ninety-four percent of the high school graduates of our U.S. member programs matriculate to college, one-third attend top-100 ranked colleges, and more than two-thirds earn degrees in six years or less. SEA leads this network by launching new programs, promoting best practices to ensure the highest quality programming among member organizations, and providing additional educational and athletic experiences for students and alumni. Over the course of the year, SEA organizes dozens of tournaments, camps, educational programs for students, and conferences for staff and board members.

To apply: Please send a resume and cover letter to search firm Masis Professional Group at lxaba@masisprofessional.com with "SEA Senior Director of Growth" in the subject line.

SEA is committed to a policy of non-discrimination and equal opportunity for all employees and qualified applicants without regard to sex, race, color, religion, age, national origin, disability, sexual orientation, or marital status.