



Boyden Executive Search Contact

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U.S. Soccer Overview

U.S. Soccer is the future of sport in the United States. The organization's mission is to make soccer the preeminent sport in the United States. U.S. Soccer embraces diversity, technology and global connections to drive the growth of the sport and serve its athletes and fans. U.S. Soccer seeks motivated, passionate, skilled people who can think, create and work on a team.

U.S. Soccer is a growing company that looks for team members to grow with it. U.S. Soccer offers a comprehensive compensation package, casual work environment, an inclusive culture and an atmosphere for professional development.

The Federation's core principles set organization-wide standards to identify and foster its culture and inform how the organization interacts and holds each other accountable. These principles guide U.S. Soccer: *"We Win Together. We Aim High. We Champion Diversity, Equity & Inclusion"*. To be successful as a USSF employee, it is critical to demonstrate and live up to these principles every day and with every interaction with peers, stakeholders, and partners.

The Federation's core values are the individual attributes and characteristics that staff embody to uphold the organization's principles and succeed. These values guide U.S. Soccer's employees: Integrity. Commitment. Teamwork. Respect.

Position Summary

U.S. Soccer is seeking a dynamic, strategic and results-oriented, Senior Vice President / Executive Vice President, Business Development (SVP/EVP) to lead the cultivation and solicitation of transformative revenue growth with oversight of gifts and donor partnerships at the 7-and 8-figure level. Reporting to the Chief Advancement Officer, this individual will play a critical leadership role in shaping and executing U.S. Soccer's mission-aligned growth strategy at the highest levels.

The SVP/EVP will manage a portfolio of top-tier relationships with donors and prospects, including specific focus on high-net-worth individuals. Building on the momentum of U.S. Soccer's new [In Service to Soccer](#) strategy, this person will be charged with introducing new, significant relationships to the Federation and introducing projects at various stages of development for investment.

They will manage and grow a personal portfolio of principal donors and work collaboratively across departments to position and develop thoughtful, relevant strategies in an environment with both investment ready and strategic initiatives in early-stage development. They will be a leader in efforts to expand an institution-wide focus on philanthropy and diversified revenue streams.

The ideal candidate will possess a strong background in fundraising or business development in a complex nonprofit environment, or display proven track record of client management, capital fund raising and strength in developing strategic relationships.

Importantly, the SVP/EVP will be expected to travel approximately 50% of the time, mostly domestic, but on a rare occasion, internationally.

Primary Responsibilities

- Develop and execute a comprehensive strategy for business development, with a principal giving focus of securing mid-seven to eight-figure gifts in support of U.S. Soccer's mission, programs, and financial objectives.
- Build and manage a portfolio of 50-75 prospects, each with a gift capacity of \$5M+.
- Initiate, cultivate and manage relationships with key stakeholders across the soccer ecosystem.
- Work closely with Chief Advancement Officer, CEO, and other executive leadership to align, cultivate, and present federation programming and initiatives, including those in nascent stage development to principal gift prospects, guiding the development of fundraising strategies that directly support the organization's strategic objectives.
- Create and achieve a set of annual and long-term KPIs and metrics to drive the outcomes of the contributed revenue program.
- Collaborate with the Major Gifts team on moves management and portfolio development processes.
- Build collaborative and collegial relationships across the entire U.S. Soccer Federation team.
- Analyze and report on progress and outcomes on a regular basis, with openness for feedback and iteration of strategies as necessary.
- Promote a culture of philanthropy across federation staff, stakeholders, and entire organization, promoting the importance of principal giving efforts and impact.
- Support overall goals of the Advancement and U.S. Soccer Federation team.
- Other duties as assigned.

Job Qualifications

- Bachelor's degree or higher in related field required.
- Minimum 10+ years of experience in front-line, principal giving nonprofit fundraising or business fund development; with proven success in fundraising seven-and eight-figure donor gifts or capital commitments.
- Superior interpersonal, listening, and relationship-building skills with ultra-high-net worth donors and/or investors.
- Experience navigating complex, purposeful, fast-paced environments.
- Experience in comprehensive fundraising or capital formation campaigns and gift planning strategies.
- Experience in Salesforce valued.
- Experience in sports/athletics in a nonprofit environment would be valued.
- General knowledge of soccer.
- Must be able to connect "micro" details to the "macro" vision and mission.
- Proficient experience with Microsoft Suite (Word, PowerPoint, Excel, and Outlook).

U.S. Soccer is an equal opportunity employer that is committed to diversity, equity and inclusion, and prohibits discrimination and harassment of any kind on the basis of race, color, sex, religion, national origin, citizenship, pregnancy, sexual orientation, gender identity, age, disability, genetic information, military status, political belief, or any other characteristic protected under the law. This policy applies to all U.S. Soccer's employment practices within its organization.

We strongly encourage women, people of color, LGBTQIA, veterans, parents, and persons with disabilities to apply.

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About Boyden

Founded in 1946, Boyden global executive search was the first firm to focus entirely on retained executive search. Others would soon follow, using many of the basic tenets and principles that Sidney Boyden put in place: maintaining a strict code of ethics and standards; establishing a global presence; creating uniform processes; and working with highly experienced business partners. These aspects of Sidney Boyden's vision are still in use today.

Boyden continues to be a leader in the executive search industry. Through the ever-expanding use of cutting-edge technology, while always adhering to strict ethical standards, we remain true to our rich heritage as the founders of retained executive search. We cover the globe with over 70 offices in more than 40 countries, led by resident professionals adept at working in a global economy. We are poised to help our clients find the people who will lead them today and into the future. In addition to retained executive search, Boyden works with clients seeking advice regarding their Boards. We also assist clients with interim management and leadership assessment.

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