



Improving the lives of under-resourced youth in King, Pierce, and Snohomish Counties by providing access to sports opportunities in their schools.

Director of Programs & Impact

Start Date: Fall 2025

Location: Hybrid - Puget Sound area residency required (SIS does not have a physical office)

Salary: \$40,000 – \$45,000 annual (salary based on experience)

Benefits: Approved PTO as needed, Medical, & Dental

Schedule: Part-time, estimated 20–25 hours per week (schedule may flex seasonally)
(Potential to grow into a full-time leadership role)

Reports To: Executive Director

Collaborates With: Programs and Impact Committee

About Sports in Schools

Founded in 2009, Sports in Schools is committed to its mission of improving the lives of under-resourced youth in King, Pierce, and Snohomish counties by providing access to sports opportunities in their schools. Sports participation offers youth significant short- and long-term benefits. Our partnership with schools and communities creates access to play for students most in need, so that student-athletes can equitably compete on and off the field, court, mat, or track. Partnering with schools enables us to create and deepen relationships within existing systems, allowing us to have systemic impact.

Our primary geographic area is situated in King, Snohomish, and Pierce counties with over 1,000 public schools and 530,000 students. More than 43% of the students in these schools received free/reduced cost lunch in 2024. The costs of playing sports are a significant barrier to participation for many students; girls, youth of color, and youth from lower income or immigrant families are less likely to participate in organized sports. In addition, numerous districts face budget deficits leading to increased fees, or the elimination of sport programs.

Over the last 15 years, Sports in Schools has supported over 25,000 student athletes across the state of Washington from more than 85 schools and 30 school districts through grants of equipment and apparel, distribution of donated in-kind items, direct programming, and Just Athlete scholarship awards. Over \$2 million has been invested in school-based athletics to support young people and their commitment to school and sports.

The ***Director of Programs & Impact*** will lead the planning, implementation, and evaluation of Sports In Schools programs while strengthening relationships with school and community partners, supporting fundraising initiatives, and managing communications that tell the story of our impact. This role requires versatility and a strategic mindset to help drive programmatic excellence, organizational visibility, and long-term growth.

Duties and Responsibilities:

- Program Leadership
 - Manage district, school, program, and individual grant-making processes
 - Plan and execute signature programs
 - Steward relationships with existing and prospective school partners; primarily athletic directors and coaches
 - Deliver equipment, uniforms, and program materials to schools as needed
 - Recruit, train, and manage volunteers and contracted support
 - Lead planning and logistics for SIS-hosted events & programs
- Communications & Storytelling
 - Curate content for newsletters, social media, website, and community updates
 - Craft stories that highlight student-athlete achievements, school partnerships, and program donor contributions
 - Collaborate with ED on annual reports, media kits, public speaking opportunities
- Development & Fundraising Support
 - Research and apply for mission-aligned grants
 - Cultivate in-kind donations from vendors for equipment and uniforms
 - Support event planning, donor engagement for Annual Gala & funding initiatives
 - Provide impact data to assist with donor communications, sponsor proposals, and stewardship follow-up
 - Contribute ideas for individual and corporate fundraising campaigns
- Board & Governance Engagement
 - Serve on Programs & Impact Committee and Events Committee
 - Give program status updates at board meetings
 - Recruit board members and volunteers to support program implementation
 - Participate in weekly leadership check-ins with the ED, Board Leadership Team
 - Support annual planning calendar, including key deadlines (ex. IRS Form 990, filings, grant timelines)

Ideal Candidate Qualifications:

- Commitment to equity and belief in the power of sports for youth development
- Minimum 3–5 years' experience in non-profit program management
- Strong interpersonal, written, and verbal communication skills
- Proficient in Microsoft Suite and Canva (or similar design tools)
- Experience with donor communications, grant writing, or nonprofit fundraising
- Team player with ability to self-direct and prioritize competing deadlines
- Reliable transportation required

Additional Requirements:

- Complete and pass a background check
- Submit at least three references
- Complete online Abuse Prevention training (upon hire)

HOW TO APPLY

Apply online via the following link: [SIS Director Job Application](#)

Please submit an online application including a cover letter and resume. In your cover letter, please describe what excites you about this opportunity and how your skills and background pair well with the Sports in Schools mission and goals as described in the position description. Please contact SportsinschoolsHR@gmail.com with any additional questions.