

Executive Director Leveling the Playing Field



Status: Full-time, exempt employee
Salary: \$175,000 - \$185,000
Location: Washington, DC or a city with an active LPF program; involves regular travel
Reports to: Board of Directors
Deadline: Apply by mid-March for best consideration. Early applications encouraged.

About Leveling the Playing Field

Leveling the Playing Field (LPF) is a national nonprofit dedicated to expanding access and equity by redistributing athletic equipment to under-resourced communities. LPF's mission is simple and powerful: to ensure that cost and lack of resources are never the reason a young person is sidelined from sports and physical activity.

Founded in 2013, LPF operates at the intersection of sports, youth development, health and wellness, and education to address persistent systemic inequities embedded in youth sports. Through large-scale equipment redistribution, community partnerships, volunteer engagement, and earned revenue strategies, LPF supports schools, community-based organizations, and recreation programs serving young people who would otherwise lack access to safe, appropriate sports gear.

With a ~20-person team and a \$3 million budget, plus an additional \$5 million in in-kind goods, LPF is a national nonprofit with strong local partnerships. It currently operates in key markets, including Greater Washington, Baltimore, Philadelphia, Ohio, Western New York (Buffalo), Southeast Michigan (Detroit), and Atlanta. [Gear4Good](#), an e-commerce platform for gently used equipment, offers a burgeoning opportunity for earned revenue. Learn more at levelingtheplayingfield.org.

Leadership Opportunity

The incoming Executive Director will lead LPF at an exciting inflection point, carrying forward the momentum of its founder-led beginnings while shaping a focused strategy for national growth and elevating its platform for sports-based youth development. The organization seeks a strategic, values-driven, and outward-facing leader who can amplify LPF's vision and inspire partners, donors, and communities around its future impact.

Over the past several years, LPF has rapidly expanded its national footprint with increasing scale and complexity. The next phase includes institutionalizing its operations both at the national office and at the local program sites, and updating a business plan to ensure long-term sustainability. The E.D. will lead this strategy, responsible for setting and advancing organizational goals, leading a growing national team, strengthening systems and infrastructure, and expanding LPF's visibility, partnerships, and financial stability. The E.D. will balance big-picture thinking with organizational capacity building, ensuring that LPF's programs and ambitions remain grounded in equity, sustainability, and measurable impact.

Guided by LPF's strategic priorities—including deepening impact and strengthening the organization's operations and growth plan—the E.D. will work closely with the Board and staff to position LPF for long-term success. This leader will be a compelling ambassador for LPF's mission, building authentic relationships with funders, corporate and community partners, and the broader youth sports and development ecosystem.

The E.D. reports to the Board of Directors and supervises a senior leadership team, prioritizing strategic direction, team development, and staff accountability across core organizational functions. Their leadership style will center on building positive team cultures, valuing clear and transparent communication, developing internal talent, and empowering staff to succeed. As a strong coach, the E.D. will bring a robust playbook to improve processes, procedures, and tools, ensuring LPF's operations reflect the organization's ambition to knock it out of the park.

Specific areas of responsibility include:

Strategic Leadership

- Partner with the Board and senior team to refine and implement LPF's strategic direction; translate mission and values into actionable priorities, goals, and metrics.
- Lead the evolution of a sustainable and efficient national business model that integrates contributed revenue, earned revenue, and volunteerism.
- Balance strategic ambition with operational discipline, ensuring future growth is thoughtful, scalable, and financially sound.
- Identify opportunities to strengthen LPF's infrastructure, systems, and organizational design in support of long-term impact.
- Build a strong, transparent, and collaborative relationship with the Board of Directors, supporting effective governance through timely, accurate information on organizational performance, risk management, and ensuring financial health.
- Partner with the Board on the future, including strategic planning, board composition, and committee work, including fundraising and expansion decisions.

Organizational Development and Management

- Lead LPF with a focus on strong operations, internal alignment, and effective execution across departments, sites, and functions.
- Oversee day-to-day operations, including finance, human resources, technology, facilities/warehousing, compliance, and risk management, ensuring systems and processes are right-sized for a \$3M organization.
- Build, support, and retain a high-performing team; coach senior leaders while fostering a culture of trust, accountability, and collaboration.
- Guide the organization through a founder-to-successor transition, honoring LPF's origins and values while strengthening internal systems, decision-making, and leadership capacity for the next stage of growth.
- Promote data-informed decision-making, clear communication, and continuous improvement across the organization.

Fundraising and Partnerships

- Provide executive leadership for LPF's fundraising and earned revenue strategy, working closely with staff and the Board to diversify and grow revenue.
- Cultivate and steward relationships with major donors, institutional funders, and corporate partners; support and encourage active Board engagement in resource development.
- Serve as a visible and credible representative of LPF, both on the national level and in the various local markets, with funders, partners, and stakeholders, clearly articulating LPF's mission, impact, and operating model.
- Collaborate with staff to strengthen LPF's brand and external communications, with an emphasis on impact, outcomes, and organizational credibility.
- Cultivate and leverage relationships with national organizations, stakeholders, and community partners to serve as a thought leader pioneering new, collaborative, and sustainable initiatives.

Experience, Skills and Qualities

This position is a challenging and rewarding opportunity that requires a broad and integrated set of skills and experiences. While no single candidate will possess every qualification listed below, the following are considered priority areas:

- 7+ years of progressive leadership experience in a nonprofit or social impact setting.
- Passion for LPF's mission and a deep commitment to advancing equity, access, and opportunity for young people. Professional or personal experience with sports-based youth development is considered a plus.
- Record of leading organizational change in complex settings. Experience in multi-site workplaces is considered a plus.
- A data-driven approach to strategy; develops, executes, and communicates short and long-term plans that inspire the board, staff, and community partners.
- Success in raising funds and/or developing revenue from diverse sources, including major gifts, annual gifts, grants, corporate partnerships, and/or earned revenue strategies.
- Strong financial and operational acumen, with experience overseeing budgets, systems, and organizational infrastructure.
- Proven ability to cultivate and steward authentic relationships with a broad range of key audiences, including staff, board, donors, and partners.
- An effective spokesperson with excellent written and verbal communication skills.
- Experience building and leading diverse teams; a leadership style grounded in coaching, teamwork, and accountability.
- Record of advancing equity in organizational culture, strategy, and programs.
- Comfort working closely with a Board of Directors; understanding of nonprofit governance and fiduciary responsibilities.

Compensation

The Board is targeting a salary range of \$175,000 - \$185,000, commensurate with experience. Leveling the Playing Field offers a competitive benefits package, which includes health, dental, and vision insurance, a retirement plan with employer contribution, and paid time off.

Location and Travel

LPF is headquartered in Washington, DC, with sites in Washington, DC, Baltimore, Philadelphia, Atlanta, Detroit, Buffalo, and Columbus. Preference will be given to applicants based in one of these cities. The E.D. may work from the Washington, DC office or remotely, but should expect to travel as needed to effectively meet LPF's goals, approximately 10%-15% of time.

Application Process

The Board of Directors has retained the services of Good Insight, a national executive search firm for nonprofits. Interested applicants should submit a resume and a cover letter describing interest in and qualifications for this role. Upload materials to www.good-insight.org/careers. Direct confidential inquiries to Ana Chapa, Director of Search at LPF@good-insight.org. For best consideration, apply by mid-March 2026. Qualified applicants will be contacted on a rolling basis. Early applications are encouraged due to the pace of the search.

Equal Opportunity Employer

Leveling the Playing Field is an equal opportunity employer, providing equal employment opportunities without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other status protected by applicable law.