

In the United States' ever-changing soccer landscape, few teams have enjoyed as much success as the Des Moines Menace. Since its first games in 1994, the Menace has established itself as one of the country's most accomplished soccer organizations. Since the inaugural season, the Menace has reached the PDL playoffs 14 times; three times advancing to the final four, and claiming the PDL Championship in 2005.

Are you ready to lead the Menace to new heights in attendance, game day experience, sponsorships and operational excellence? Are you looking to grow in your career by leveraging your skills to lead two professional athletic organizations as the top executive?

Krause Holdings, Inc. and the Des Moines Menace are looking for a new General Manager, who will have the opportunity to lead the vision and strategy of the Des Moines Menace FC and Menace Foundation. The General Manager will oversee Menace administrative and coaching staff, sponsorship and ticket sales, operations, media relations, and fundraising. A successful candidate must possess a strong ability to think strategically, act tactically, build relationships and communicate effectively.

This role, and the rest of the front-office staff, work at Kum & Go's corporate headquarters in West Des Moines, IA.

Overview of Responsibility:

- **Develop and execute strategic planning and identify new opportunities through fan surveys, process improvement, reporting analysis, and tracking industry trends.**
- **Lead sponsorship sales, development efforts, ticket sales, attendance, and the game day experience for the organization.**
- **Manage the Annual Operating Planning process, monthly performance progress, monthly/quarterly/annual financial tracking, and forecasts to ensure fiscal success.**
- **Lead and foster staff development through one-on-ones, stretch assignments, and educational opportunities.**
- **Serve as a liaison to sponsors, community partners, KHI Staff, USL, and vendors.**

Krause Holdings, Inc. Competencies:

To be successful, candidates must demonstrate the following Competencies -

Communication: Delivers clear, effective communication and listens to others

Conceptual/Systems Thinking: Recognizes patterns, trends, themes, and connections in information to develop innovative ideas and solutions

Constructive Engagement: Expresses ideas and disagreements, constructively resolves conflict, and encourages others to do the same

Customer Orientation: Meets the expectations and needs of internal and external customers

Decision Making: Makes good decisions in a timely manner

Empowerment: Takes initiative and solves problems

Talent Development: Maximizes potential and improves overall performance

Influence: Proactively builds relationships, successfully manages different stakeholders and influences others

Analytical Thinking/Problem Solving: Accurately assesses problems and effectively and efficiently arrives at solutions

Strategic Thinking: Understands the current state and is able to visualize the ideal state and how to achieve it

Education/Experience:

- Bachelor's Degree or four years of leadership experience required
- Sports management and sales experience preferred
- Minor league experience, including but not limited to soccer, preferred

Minimum Skills Required:

- Possesses a strong ability to think strategically and act tactically.
- Excellent communication, presentation, listening, and persuasion skills with a passion for the Menace organization.
- Strong financial, analytical, organizational, communication, process management, and presentation skills.
- Self-starter, results oriented, and possesses a high degree of professionalism, work ethic, and integrity.
- Strong interpersonal skills to manage staff and integration with Kum & Go brand.

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