



Project-412

Executive Director

Flexible, USA

Background

Project-412—named for Pirkei Avot 4:12, which calls for “the reverence for your teacher [to be] as the reverence of heaven”—is a groundbreaking pilot initiative of JCC Association of North America, Union for Reform Judaism (URJ), and The Jewish Federations of North America (JFNA) that is bringing together leading Jewish communal institutions and funders in a joint effort to strengthen the field of early childhood Jewish education (ECJE).

Project-412 seeks to bring together funders, practitioners, researchers, and Jewish communal leaders in one collaborative conversation to exponentially expand the engagement of Jewish families in Jewish communal life through a groundbreaking effort focused on the recruitment, retention, and credentialing of ECJE teachers.

Research shows that Jewish early childhood education provides families with a critical gateway to greater and longer-term involvement in Jewish life and yet only 12-15% of Jewish families in North America send their children to Jewish preschool. Together, the JCC and URJ movements serve more than 65,000 children and their families through their 475 early childhood centers, yet tens of thousands more student spots remain unfilled. Families remain on long wait lists due to the national shortage of qualified, trained educators, while teachers face ever-increasing obstacles to enter and remain in a field that doesn't provide sustainable wages, adequate professional support, and optimal working conditions.

Project-412 strives to address this teacher deficit and ultimately expand the capacity of the ECJE system to serve more children and their families and inspire new and lasting connections to the Jewish community. The pilot will launch across 14 pioneer communities over two phases, the first of which will begin in spring 2023. Each pioneer community will be guided by the leadership of the national project, delivered through a local infrastructure enabled by the support of the three partner networks.

Project-412 is supported nationally by The Jim Joseph Foundation, Crown Family Philanthropies, and The Samuels Family Foundation.

Opportunity for Impact and Position Summary

The Executive Director position is a unique and critically important role for a top-tier executive to lead the charge in implementing an initiative that seeks to revolutionize and amplify the ECJE system. The Executive Director will be at the forefront of professionalizing the field of ECJE, scaling its capacity to potentially serve thousands of additional Jewish families and ultimately creating long-lasting change for the future of the Jewish community.

The Executive Director will have primary responsibility for the overall leadership, strategic vision, and implementation of Project-412. The right leader has exceptional planning, strategy, and project implementation skills, with the ability to prioritize and communicate key objectives and tactics necessary to achieve Project-412's goals.

The Executive Director will have an opportunity to build and direct a team, promote ECJE innovation, and serve as a significant convener and thought leader in the ECJE sector across the country. The Executive Director will have direct responsibility for the successful implementation of the project across 14 diverse pioneer communities and will serve as Project-412's primary spokesperson and champion. The Executive Director must be able to build and maintain strong, trusting, and authentic relationships with a wide range of partners and bring credible experience leading complex projects to fruition.

Reporting Structure

Operational and fiduciary oversight of Project-412 lives at JCC Association, and therefore the Executive Director will serve as an employee of JCC Association. They will report to Executive Vice President, Jennifer Mamlet, and work closely with an oversight team with professional representation from all three partner organizations (JCC Association, URJ and JFNA).

Responsibilities

Leadership, Strategy, and Engagement

- Own the overall vision and implementation of Project-412; lead and manage the national project with local implementation across 14 pioneer communities.
- Serve as a champion of ECJE and a visible representative and spokesperson of Project-412; get to know existing preschools, communities, and leaders across the ECJE field.
- Lay the foundational groundwork for professionalizing the field of ECJE by creating a plan for access and application of Project-412's resources for use to the whole field.
- Ensure a successful launch to pave the way for Project-412's further growth and expansion beyond the pilot phase.

Project Development and Implementation

- Partner with each of the 14 pioneer communities to oversee the implementation of a targeted recruitment strategy of 30 new teachers per community; build a pipeline of effective, qualified candidates.
- Supervise the Managing Director of Regional Strategy to design and implement communities of practice across pioneer communities to enable training, professional development, peer-to-peer learning, guidance from Project-412 leadership and other experts in the field.

- Oversee the development of a mentoring program that pairs new teachers in the field with experienced educators in their local community.
- In conjunction with several national partners, oversee the development and delivery of Project-412's Training Curriculum for new teachers and support its school-wide application so that school directors and veteran teachers may also benefit.

Day-to-Day Operations and Management

- Work closely with Rosov Consulting, the project's evaluation partner, to ensure Project-412 is meeting its national goals and outcomes, while also balancing and being adaptive to local community needs.
- Closely track and collect data, document Project-412's impact, and share lessons with partners, funders, and community leaders.
- Build a high performing, dedicated, and diverse team; provide direction and vision on the infrastructure needed to ensure that there is capacity to achieve Project-412's goals.
- Create and promote a positive, equitable and inclusive culture that supports and ensures open communication and alignment.
- Oversee fiscal management, ensuring project operations are within budget.
- Provide timely and regular updates to the oversight team.
- Develop and maintain relationships with existing Project-412 funders and provide regular progress updates.

Qualifications & Skills

The ideal candidate will offer the following qualifications:

- A self-starter with demonstrated experience implementing complex projects.
- A dynamic and warm leader who will develop relationships and build excitement across the ECJE community.
- Prior experience creating or significantly expanding an organization, initiative, or program.
- Experience overseeing and developing a curriculum for a fellowship/cohort model.
- Expert manager of both people and projects, adept at multitasking, comfortable in a fast-paced, dynamic start-up setting, and skilled at driving towards bottom-line results and outcomes.
- Deep understanding of the Jewish communal landscape with the ability to engage and manage a diverse set of constituencies.
- An ability to lead with authority balanced with humility, an excellent listener.
- Gravitas to communicate and engage with significant funders and partner organizations.

- Strong experience in overseeing the fiscal management of an organization, including budget preparation, analysis, decision-making, and reporting.
- Exceptional interpersonal, written, and verbal communication skills.
- An adaptive leader with a strong work ethic, high energy, and a willingness to take risks.
- Ability to travel.

Salary and Benefits:

JCC Association offers a competitive salary range of \$180,000–\$200,000 for this position and a comprehensive benefits package including:

- Medical and Dental insurance
- Eight paid legal holidays and up to 13 paid Jewish holidays. In addition, the office closes early on the eve of three Jewish holidays.
- Paid vacation
- Sick leave, family leave, medical leave, jury duty leave, and bereavement leave
- Flexible Medical and Dependent Care Benefits
- Pre-tax salary deductions for transit
- Short- and long-term disability
- Life and accidental death and dismemberment insurance, supplemental life insurance
- Retirement plan

About JCC Association:

JCC Association of North America leads and connects the JCC Movement, advancing and enriching North American Jewish life. With 1.5 million people coming through the doors of more than 170 Jewish Community Centers and Jewish Community Camps (JCCs) each week, the JCC Movement is the largest platform for Jewish engagement on the continent. JCC Association, the convening organization of this dynamic network, partners with JCCs to bring together the collective power and knowledge of the entire JCC Movement, including 12,000 full-time and 41,000 part-time and seasonal professionals. By supporting them, together we enhance and strengthen Jewish life throughout North America. Learn more at JCCA.org or on [Facebook](#), [Instagram](#), and [Twitter](#).

JCC Association is proud to be an equal opportunity employer and we are committed to treating people with compassion and respect. All qualified applications will be considered for employment without regard to age, race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy, disability, mental disorder, familial status, veteran status, genetic information, or any other protected characteristic as established by law.

To apply to this position, please click [HERE](#).

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