



Chief Executive Officer

BaMidbar

Remote

Salary: \$140,000 - \$160,000

BACKGROUND

The Organization

We are facing a youth mental health crisis to which Jewish teens and young adults are not immune. BaMidbar believes that the Jewish community has an important role to play in addressing this crisis.

BaMidbar empowers Jewish teens and young adults (ages 13-28) to navigate life's challenges, discover their potential, and find their voice. We do this by providing professional development and training for youth-serving Jewish organizations and community education programs across the country, in addition to offering direct mental health services. BaMidbar combines the wisdom, strength, and support inherent in Jewish tradition with evidence-based therapeutic practices.

BaMidbar was born from the Jewish camping movement, founded in 2016 as a program of Ramah in the Rockies, and launched the first Jewish wilderness therapy program in 2018. It became an independent 501(c)3 in 2021, and in 2023 BaMidbar took the exciting steps to retire its residential wilderness therapy to launch a new community-based model that offers outpatient mental health services in regional hubs (currently in Denver and Boston). BaMidbar was founded on the power of experiential education and the belief that Jewish tradition provides tremendous opportunities for growth and self-discovery.

Vision: BaMidbar envisions a Jewish community that actively supports young people in cultivating mental health and wellness.

Mission: BaMidbar is working to ensure that Jewish youth and young adults have the confidence, skills, and community support to navigate life's challenges and thrive in the face of adversity.

Values

- *Shlemut:* Recognizing the multi-dimensional nature of whole-health wellness.
- *Simcha:* Finding joyful Jewish meaning in every aspect of our lives.
- *Tzmicha Isheit:* Accepting the challenges of personal transformation.
- *Kehillah:* Embracing the power of a supportive and inclusive community.

For more information, visit <https://www.bamidbartherapy.org/>

The Position

Following the recent transition of BaMidbar's founding CEO, BaMidbar seeks a mission-driven, strategic, and business-minded leader who will position the organization for continued growth and success. This is an exciting opportunity for a CEO who will bring a deep passion for youth mental health and well-being, as well as a strong connection to Jewish values.

The CEO will lead BaMidbar's staff and Board in executing its 2023 strategic plan, expanding BaMidbar's reach and impact through its educational programs and clinical services while continuing to scale the organization and position it for long-term financial sustainability.

The CEO will directly supervise a leadership team of four and a staff of ten who work in a dispersed work environment, many of them near Denver and Boston. They will maintain and nurture a human-centered organizational culture where staff feel supported and empowered.

ROLE OVERVIEW

Strategic Visioning and Organizational Leadership

- Provide strategic leadership, maintain a clear vision, and establish short and long-term priorities
- Collaborate with the Board of Directors and staff to successfully execute the strategic plan
- Inspire and mentor all staff, while fostering a supportive and collaborative culture with role clarity for all members of the team
- Cultivate a strong and transparent relationship with the Board; facilitate open communication regarding organizational strategy and performance



Executive Management and Program Operations

- Work collaboratively to develop and maintain an organizational structure that aligns with strategic priorities
- Lead and support the senior team (Chief Program Officer, Clinical Director, Chief Advancement Officer, and Chief Operating Officer), ensuring programmatic excellence and high ethical standards
- Oversee program evaluation and continuous improvement

Financial Oversight & Resource Development

- Develop and drive financial strategies to ensure organizational growth and sustainability
- Together with the Chief Advancement Officer and the Board, deepen and diversify revenue sources by maintaining strong relationships and establishing new connections with individual and institutional funders, understanding their nuanced interests
- With the Chief Operating Officer, manage the organizational budget and financial operations

Communications, Network & Partnerships

- Build and nurture relationships with partners, key stakeholders, and community leaders
- Serve as BaMidbar's chief spokesperson
- Oversee the Chief Advancement Officer in developing comprehensive communications and marketing strategies to elevate BaMidbar's work and enhance revenue from donors and partners

Key Facts			
Year Founded	Budget	# of Staff	Current Areas Served
2016	\$1.6M (2023)	10 (4 direct reports)	Nationwide

THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Drives Vision & Purpose	Strategic Mindset	Instills Trust
Communicating a compelling picture of the vision and strategy that motivates others to action.	Seeing ahead to future possibilities and translating them into breakthrough strategies.	Gaining the confidence and trust of others through honesty, integrity, and authenticity.
Plans & Aligns	Builds Networks	Drives Results
Planning and prioritizing work to meet commitments aligned with organizational goals.	Effectively building formal and informal relationship networks inside and outside the organization.	Consistently achieving results, even under tough circumstances.

Additional Qualifications We are Seeking

- Passion for BaMidbar's mission and the mental health and wellness of Jewish youth and young adults
- A strategic and business-minded leader, with strong financial acumen
- Proven fundraising ability; experience cultivating and stewarding donors. Relationships with Jewish communal foundations a plus
- Strong communication and storytelling skills
- Ability to build and develop strong networks and partnerships, particularly in the Jewish community
- Organizationally savvy, with experience scaling an organization, programs, or large initiatives, and leading through change
- Flexible and highly adaptable, comfortable with ambiguity
- Experience developing and implementing standardized policies and procedures to improve organizational efficiencies
- Adaptable, inclusive, and empathetic leader
- Embodies BaMidbar's core values: Shlemut, Simcha, Tzmicha Isheit, and Kehillah
- Knowledge of experiential education appreciated; knowledge of and experience in the mental health field is a plus but not required

WHO WE ARE

Work Environment

BaMidbar offers a fully remote work environment and is open to a CEO living anywhere in the United States. BaMidbar also maintains an office in the Boston area.

Our Commitment to Diversity, Equity, & Inclusion

BaMidbar is an equal opportunity employer, and we strongly encourage people with diverse backgrounds and identities to apply. Frequently cited statistics show that structurally marginalized groups apply to jobs only if they meet 100% of the qualifications. No one ever meets 100% of the qualifications. We encourage you to break that statistic.

COMPENSATION AND BENEFITS

Salary

\$140,000 - \$160,000

- Health insurance provided through BCBS, Dental and Vision
- Life insurance, short- and long-term disability
- Use what you need vacation policy
- Generous holiday schedule with 11 federal and 13 Jewish paid holidays annually
- Up to 80 hours of sick time accrued annually
- Paid four-week sabbatical, eligible on the fifth anniversary of consecutive, full-time employment with BaMidbar; eligible for eight-week sabbatical after ten years of employment
- Generous leave (parental, bereavement)
- 401K contribution (up to 6%)
- Professional development stipend and wellness stipend

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by August.

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[Submit an application](#)