



# Executive Vice President

## The Union for Reform Judaism

Remote

Salary: \$300,000+



### The Organization

Founded in 1873, the Union for Reform Judaism (URJ) has grown into the largest and most powerful movement in North American Jewish life, with nearly 850 member congregations and work that inspires, connects, and educates an estimated 1.5M Jews. URJ's legacy, reach, leadership, and vision enable the organization to unite thousands of years of tradition with a modern, evolving Judaism to strengthen Jewish communities today and for future generations.

The URJ organizes its work through, among others, its Religious Action Center of Reform Judaism ("the RAC"), a 501©3 non-profit advocacy center in Washington, D.C. that educates and mobilizes American Jewry on legislative and social concerns; its 14 overnight summer camps, including regional and specialty camps; NFTY: URJ's Reform Jewish Youth leadership development movement; Yallah! Israel and other travel study and work programs in Israel; and national, regional and local leadership development programs, conferences and events for youth and adults.

The URJ's key strategic priorities are:

- Creating vibrant congregations and communities
- Shaping our Jewish future through immersive experiences
- Inspiring and preparing leaders to mobilize others into action to ensure religious freedom, pluralism, acceptance, and justice
- Supporting a democratic and pluralistic Israel
- Racial Diversity, Equity, & Inclusion (REDI) and building Communities of Belonging
- Cultivating opportunities for people to connect to Jewish values, wisdom, and rituals on their own terms.

The organization has a budget of over \$80M, which comes from member congregations, programming and philanthropic efforts that are initiated by the URJ, its camps, and other entities. More than 300 individuals are employed by the URJ year-round, and that number grows to thousands during the summer, when its 14 camps and most of its youth travel programs are in session.

For more information about the URJ, please visit <http://www.urj.org>.

### The Position

Reporting to the President of the URJ, this Executive Vice President (EVP) position is a unique and critically important opportunity for a top-tier executive to help grow and strengthen the URJ in North America, Israel, and the global Jewish community. As a partner to Rabbi Rick Jacobs, the EVP will lead the continued transformation of the URJ to implement its bold new strategic direction including program design and optimization of internal operations in a complex environment.

## BACKGROUND

### The Position (cont.)

The President of the URJ seeks an experienced senior strategist with proven experience in supervision and complex operations to work in close partnership together. The next EVP will implement the strategic direction and supervise the team leaders who implement the day-to-day work necessary to achieve the ambitious and important agenda laid out in the strategic direction and approved by the Executive Board in 2022. Outstanding candidates for this position will understand how to facilitate, mediate, and make decisions around competing priorities in the organization by building strong relationships with team members and by skillfully guiding those teams to drive the translation of the URJ's vision into a reality.

## ROLE OVERVIEW

### Strategic Leadership

- Drive organizational strength and sustainability through strategic leadership, planning, and implementation oversight.
- Serve as a thought partner and trusted advisor to Rabbi Rick Jacobs.
- Work alongside Rabbi Rick Jacobs to identify shared priorities across the URJ's strategic initiatives; work to implement his vision for the URJ.
- Be constituent responsive, serving as a touchpoint for lay leadership.

### Drive Organizational Operations & Strategic Initiatives

- Promote integration and cohesion towards achievement of shared organizational priorities and vision.
- Manage the large and complex organizational infrastructure for the URJ.
- Identify and integrate change opportunities, including improving infrastructure, strengthening operations, achieving outstanding and impactful programming, growing revenue, and advancing the organization's sustainability.
- Promote and steward collaboration and creativity across departments while driving large scale, complex projects to completion.

### Senior Management & Leadership

- Supervise and guide high caliber senior professionals who oversee a wide range of portfolios; promote accountability to goals and benchmarks within the organization.
- Serve as a leader, learner, and teacher for staff; build upon and forge new relationships across the organization.
- Learn the professional landscape and leverage talent within the URJ, creating access to internal opportunities.
- Work with and steward executive board members and lay leadership as stakeholders and ambassadors for the URJ's collaborative strategic efforts.

# THE IDEAL CANDIDATE

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

<b>Strategic Mindset</b> Seeing ahead to future possibilities and translating them into breakthrough strategies.	<b>Drives Vision and Purpose</b> Paints a compelling picture of a vision and strategy that motivates others to action.	<b>Decision Quality</b> Making good and timely decisions that keep the organization moving forward.
<b>Drives Results</b> Consistently achieving results, even under tough circumstances.	<b>Builds Effective Teams</b> Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.	<b>Courage</b> Stepping up to address difficult issues, saying what needs to be said.

## Additional Qualifications

The EVP will be an expert, collaborative, innovative, and visionary leader with outstanding people, communications, and management skills. The EVP must have the capacity and passion to lead a Jewish mission-based and values-driven organization. It is critical that the EVP possess exceptional management skills, an ability to motivate and inspire a committed and experienced team, and a commitment to diversity, equity, inclusion, and belonging. The successful candidate will possess:

- At least 10 to 15 years of experience in strategic leadership, with at least eight (8) years of experience in a senior or equivalent leadership role. Non-profit leadership experience is appreciated.
- Demonstrated success in organizational and resource development, business and/or financial management, and human resource management, preferred.
- A commitment to URJ's mission and the ability to communicate with passion about URJ's work to varied stakeholders.
- Outstanding oral, written, and presentation communications skills in English (proficiency in other languages is appreciated); ability to convey messages across a variety of stakeholders both internal and external to the organization.
- Superior analytical, strategic planning, and problem-solving skills.
- Experience leading and motivating teams in a complex and global organization, setting ambitious team and individual objectives, and managing performance.
- Demonstrated proficiency in effective written and oral communication, including technical or report writing, and engaging presentation skills.
- Experience embedding REDI values and principles into organizational processes and initiatives; displays strong multi-cultural competence while operating in an environment with a wide range of constituents and communities.

## THE IDEAL CANDIDATE (cont.)

### Additional Qualifications (cont.)

- Exceptional quantitative and qualitative analytic and financial skills, including data-driven research and analysis. Strong attention to trends and patterns that can be leveraged as levers of performance.
- Excellent organizational skills and judgment; ability to prioritize work, manage time and multiple priorities, and meet deadlines; preferred project management and operational experience.
- Demonstrated experience distilling and synthesizing complex information to form opinions, develop recommendations, and navigate implementation.
- History of creating effective working relationships with diverse internal and external colleagues and stakeholders.
- Sound professional judgment with a reasoned approach to problem solving, objectivity, tact, humility, and flexibility in attitude and openness to differing points of view.
- Strong working knowledge of Jewish culture, traditions, and the unique needs of the Jewish community.
- Proficiency and knowledge of computer software and systems, including Windows, MS Office Suite (Word, Excel, and PowerPoint), Adobe Acrobat, video conference (MS Teams and Zoom), Salesforce, and internet navigation. Proficiency or ability to learn Intacct (budgeting software).

## WHO WE ARE

### Work Environment

The Union of Reform Judaism has a remote work model. This role will require intermittent reimbursable travel to New York City and Washington, DC, and some travel for Board meetings and camp visits as needed.

### Our Commitment to Diversity, Equity, & Inclusion

The URJ is an equal opportunity employer—we celebrate diversity and are committed to creating an inclusive environment for all employees. The URJ is a welcoming and inclusive environment that embraces diversity as a critical strength. We promote strenuous policies and practices of equal opportunity and diversity, equity, and inclusion. It is our objective to recruit, hire, and retain the most qualified individuals including those of any race, color, religion, gender, sexual orientation or identity, national origin, age, disability, veteran status, or any other characteristic or status protected by applicable federal, state, or local law. Our equal employment philosophy applies to all aspects of employment, including recruitment, compensation, benefits, training, promotions, transfers, job benefits, and terminations. The URJ encourages applications from women, people of color, persons with disabilities, individuals who identify as LGBTQIA+, and other often underrepresented groups.

## COMPENSATION AND BENEFITS

The URJ is pleased to offer an executive level compensation package for this role including the following:

**Salary**  
\$300,000+

### Benefits

- Employer Supplemented Health Benefits
- \*Adoption assistance, caregiver programs, and various additional benefits available to support the health and well-being of our staff and their dependents
- Employer-sponsored health spending account with eligible plans
- Paid Time Off: 23 vacation/23 sick days
- Paid Parental leave
- Short and Long-term Disability
- Employer Paid Life & AD&D insurance.
- Generous annual holiday schedule including paid time off for most federal and Jewish holidays
- 403(b) Retirement Plan with 15% Employer Match
- Professional development and tuition reimbursement opportunities
- URJ Camp discounts
- Annual "Work from Anywhere" subsidy

## 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 of the qualifications outlined above. If you are selected to move forward for an initial screening call, DRG will reach out directly by mid-September 2024 with next steps.

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[Submit an application](#)