



Director of Finance

B'nai Jeshurun

New York, NY

Salary: \$160,000 - \$180,000



BACKGROUND

The Organization

Since its founding in 1825, B'nai Jeshurun (BJ) has been at the forefront of the American Jewish experience. Approaching its third century, BJ's vision is centered on the spiritual work of transformation and the creation of a Jewish path that is authentic, profound, and supports all members in seeking and living their purpose to the fullest.

BJ's spiritual leaders and more than 1,900 member families are dedicated to fostering a diverse, dynamic, and inclusive community that offers multiple avenues for Jewish religious life while providing mutual support in spiritual growth. The congregation is committed to honoring tradition while continuously re-imagining and innovating practices and programs to create a vibrant, contemporary, and relevant Jewish experience. The expansion of remote programming during the COVID-19 pandemic significantly expanded BJ's reach, bringing in thousands of additional individuals and families from across the country and beyond who now regularly participate in prayer and learning.

In 2025, as BJ celebrates a historic bicentennial, the organization will be honoring its legacy, lifting up the stories of those who have shaped the present, and securing the future of this community, ensuring that the next 200 years are as transformative as the first.

BJ is led by Rabbi Rolando Matalon, along with a senior leadership team that includes Rabbi Felicia Sol, overseeing all programs, and Executive Director Steven Melzer, who is responsible for advancement, communications, finance and administration, and operations. The organization has a staff of approximately 40 full-time and 10 part-time employees.

Organizational Budget	Number of Member Families	Total Staff / Direct Reports
\$11M	1,900+	54 / 2

The Position

B'nai Jeshurun is seeking a dynamic and experienced Director of Finance to join its leadership team to help guide the organization's growth and sustainability, ensuring its continued impact on the community. This position will oversee the organization's financial management and operations, while also shaping financial planning and strategy. Acting as a trusted thought partner to the new Executive Director, the Director of Finance will also enhance operational processes, guide organizational growth, and support strategic initiatives.

This leader will be overseeing a finance team of two FTEs, partnering with the Senior Staff across the organization, and liaising closely with the Board Treasurer and Finance Committee to ensure finances are accurately managed and reported. This is a hands-on leadership position best suited for someone who is highly collaborative with an entrepreneurial mindset and a strong background in finance and accounting.

Financial Management

- Oversee all aspects of financial operations, including accounting, budgeting, tax filings, payroll, and reporting.
- Collaborate with the Executive Director to set short-term and long-term financial objectives; develop, implement, monitor, and iterate personnel, operating, and capital budgets.
- Partner with the Finance Managers to manage the daily accounting and reporting functions, including the billing and collection of the accounts receivable; supervise the accounts payable and purchasing systems, establishing, and enforcing proper controls and procedures.
- Own the management and success of financial systems and processes to ensure efficiency, transparency, and compliance in organization-wide budgeting and auditing processes.
- Collaborate with the Director of Advancement on the systems and processes to allocate and acknowledge contributed revenue.
- Manage financial reporting functions including the preparation of financial statements, forecasting, cash flow, actual vs. budget reports & analyses.
- Ensure effective financial policies, procedures, and operations in accordance with GAAP.
- Oversee compilation of information necessary to complete the annual audits.



Strategic Leadership

- Act as a thought partner to the Executive Director, providing strategic insight and risk assessment on the financial impact of operations and strategic initiatives.
- Support strategic planning efforts by providing financial insights and assisting with decision-making on optimal growth strategies and resource allocation.
- Support and collaborate with the Director of Advancement on contributed revenue targets, strategies, and trend analysis.
- In partnership with the Executive Director and Senior Rabbis, lead annual budget and strategic planning across the organization.
- Function as a staff representative for the Finance Committee and serve as the primary point of contact for board finance-related matters and collaborate on financial strategy and planning.

Team Management

- As a member of the Senior Staff, continue to nurture a workplace culture that values accountability, collaboration, and entrepreneurial spirit.
- Supervise, develop and mentor direct reports, leading by example with a hands-on, approachable management style, empowering team members to thrive.
- Support program directors on activity planning, pricing, targets, and reporting.
- With the Executive Director and other Senior Staff, serve as a peer leader of administrative and operations teams.
- Lead Finance-related cross-team projects with clear goals, roles, and accountable outcomes.

THE IDEAL CANDIDATE

The ideal candidate for the Director of Finance position possesses the following competencies:

Financial Acumen Interpreting and applying understanding of key financial indicators to make better decisions.	Plans & Aligns Planning and prioritizing work to meet commitments aligned with organizational goals.	Optimizes Work Processes Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
Builds Effective Team Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.	Instills Trust Gaining the confidence and trust of others through honesty, integrity, and authenticity.	Ensures Accountability Holding self and others accountable to meet commitments.

Additional Qualifications

- Bachelor's Degree required; CPA, MBA, or relevant graduate degree a plus.
- 7-10 years' experience in finance management roles, with escalating responsibility and team management.
- Strong background in budgeting, accounting, and financial reporting.
- Experience in the nonprofit sector strongly preferred.
- Exceptional leadership skills, with the ability to mentor staff, foster a positive workplace culture, and promote accountability, communication, and collaboration across teams.
- Strong strategic thinking and problem-solving abilities, with a track record of contributing to organizational growth and operational efficiency.
- Proven ability to make decisions and recommendations with ambiguous information.
- Proven ability to assess, implement, and successfully maintain and iterate new business processes.
- Strong proficiency with financial and CRM tools, ideally Sage Intacct and Salesforce, with the capacity to identify, select, implement, and optimize new systems as needed.
- Entrepreneurial mindset and ability to thrive in a fast-paced, evolving environment, bringing innovative solutions and adaptability to challenges.
- Exceptional attention to detail and ability to complete responsibilities in an accurate and timely manner, often with strong and/or conflicting deadlines.
- Excellent interpersonal and communication skills, with the ability to engage effectively with diverse stakeholders and foster connections; has the ability to convey information to people with varying levels of financial expertise.

WHO WE ARE

Work Environment

The BJ campus includes the Sanctuary building on 257 West 88th Street and the Community House on 270 West 89th Street, which are connected at the ground level.

Staff schedules are hybrid with 3-4 in-office days per week. This schedule may be adjusted based on time of year, team needs, and overall organizational shifts.

Our Commitment to Diversity, Equity, & Inclusion

B'nai Jeshurun is committed to diversity, equity, and inclusion in recognition of its values, commitment to social justice, and responsibility to its spiritual leaders and staff, congregants, and the communities within which it lives and works. It strongly encourages applications from people of color, persons with disabilities, women, veterans, immigrants, and LGBTQIA+ applicants.

COMPENSATION AND BENEFITS

Salary

\$160,000 - \$180,000

BJ offers highly subsidized medical, dental, and vision insurance policies, as well as vacation and sick days, over 20 paid (National and Jewish) holidays, a 403b retirement plan and many other benefits.

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, we expect you to hear from us throughout April.

Natalia Kepler
Senior Talent Consultant
nkepler@drgtalent.com

Dave Yi
Associate Talent Consultant
dyi@drgtalent.com

[Submit an application](#)