



Senior Program Officer – U.S. Jewish Grantmaking

Charles and Lynn Schusterman Family Philanthropies

Washington, D.C. (preferred), New York, NY, or Atlanta, GA

Salary: \$140,000 - \$170,000

BACKGROUND

Who We Are

At Charles and Lynn Schusterman Family Philanthropies, we strive for a future in which the United States and Israel live up to their highest ideals and achieve more just and inclusive societies. In the U.S., we work to advance racial, gender and economic equity and foster a more joyful and diverse Jewish community. In Israel, we work toward a secure homeland for the Jewish people, a thriving democracy and an inclusive society that cares for its most vulnerable. We aim to drive and support long-term systemic change through investments in leaders, organizations and U.S. public policy.

Values and Culture

Our vision for achieving more just and inclusive societies starts within our organization. Every day, our team members work in partnership to support pathways to greater equity and inclusion for everyone. We look for team members who embody our core values of Equity, Impact, Optimism, Humility and Collaboration, and who are passionate about our mission. You can learn more about our mission and values on our [website](#).

The Opportunity

Who you will work with

The Senior Program Officer – U.S. Jewish Grantmaking, works across our U.S. Jewish Grantmaking Team. This Senior Program Officer works under the supervision of the Director, U.S. Jewish Grantmaking and closely with the Co-President, Senior Director and other staff.

Where and how you will work

Schusterman employees work a weekly hybrid schedule with a mix of in-office time and work-from-home flexibility. For this role, there is a preference to be in Greater Washington, DC, with consideration for Greater New York, NY or Greater Atlanta. The U.S. Jewish Grantmaking Team also comes together in-person at the Washington, D.C. office as well as field-wide convenings and events monthly, so the ability to travel to these is required. This is a full-time position.

Please note that Schusterman does not cover relocation expenses for this position.

ROLE OVERVIEW

What You Will Do (Responsibilities)

The Senior Program Officer – U.S. Jewish Grantmaking will lead and manage a portfolio of grants aimed at enhancing Israel engagement, education, advocacy and improving campus climate. This role will cultivate and maintain relationships with grantees, academic institutions and other key stakeholders to advance Schusterman's philanthropic priorities. They will develop and implement funding strategies, monitor program impact and provide thought leadership in the field.

Specific Responsibilities Include:

- **Grant Management:** Manage a portfolio of grants focused on Israel engagement, education and advocacy, as well as campus climate initiatives. Conduct due diligence, monitor grantee progress and evaluate impact across programmatic, human capital and financial components.
- **Strategic Partnership Development:** Cultivate and maintain strong and trusting relationships with grantee organizations, academic institutions, foundation professionals, the Schusterman Family Philanthropies Israel team and other diverse, key stakeholders to advance philanthropic goals.
- **Program Strategy and Implementation:** Advance innovative approaches towards promoting Israel engagement and education and campus climate progress that will leverage emerging technologies, foster and reward innovation, build community in innovative ways and facilitate cooperation and coordination between institutional partners.
- **Field Leadership and Engagement:** Stay informed on trends, challenges and opportunities in Israel education, advocacy, combatting antisemitism, conflict dialogue and campus climate to inform funding strategies. Represent Schusterman at conferences, convenings and relevant field discussions.
- **Stakeholder Collaboration:** Lead convenings, programs and communities of practice to advance our Israel engagement, education and campus climate strategies and enhance field communication, coordination and collaboration.
- **Impact Measurement and Reporting:** Analyze grantee performance and sector trends to assess effectiveness and inform future grantmaking decisions. Prepare reports, presentations, and strategic insights for internal and external stakeholders.
- **Advisory and Thought Leadership:** Serve as a resource for partners, grantees, and peer funders by providing guidance on best practices, program design, and impact evaluation.

ROLE QUALIFICATIONS

Who You Are

We seek team members who are aligned with our organizational values and the core competencies that guide us. You may find alignment with a career at Schusterman if you are:

- **Equity:** Consistently striving to develop and act on knowledge of self, the organization and systems that drive equity, diversity and inclusion.
- **Impact:** Action-oriented and deliver high-quality work that drives results and long-term impact.
- **Optimism:** Open to learning from both successes and setbacks while envisioning possibilities for the future.
- **Humility:** Someone who wants to understand, learn and act toward ongoing development.
- **Collaboration:** Open to actively advancing shared goals in partnership with others.

ROLE QUALIFICATIONS (cont.)

Who You Are (cont.)

Additionally, team members in roles at this level actively contribute to culture building and organizational impact through:

- **Embraces Challenges:** Embraces challenges and difficult conversations in order to reach solutions.
- **Leadership Presence:** Authentically embodies leadership position, decision making, and areas of strength and vulnerability.

What You Will Need

The following qualifications are representative of the high level of demonstrated skills, maturity, judgement and ability to work with a wide range of constituencies required of Schusterman employees. We encourage you to apply if you can demonstrate many of these skills and competencies.

Required Skills and Qualifications

- A minimum of 10+ years of relevant professional experience that includes managing strategy, process, measurement and learning. Experience in these areas within the nonprofit and/or philanthropic sector a plus.
- Bachelor's degree or comparable, relevant professional experience. (An advanced degree in a relevant area is preferred.)
- Experience with the Jewish communal sector, grants management and nonprofit management.
- Deep understanding of Israel education, dialogue facilitation, campus dynamics and issues related to free expression and antisemitism in higher education.
- Excellent written and verbal communication skills, with the ability to represent Schusterman externally and contribute to field-wide discussions.
- Proven ability to distill key insights from substantial amounts of data and information.
- Strong quantitative and qualitative analytical skills and an ability to learn financial modeling and operational analysis.
- Ability to thrive in a small collaborative setting, where teamwork, passion, positivity, and resourcefulness are highly valued.
- Ability to multitask in an agile environment.
- Capable of taking the initiative and owning high priority tasks and projects.
- A high level of personal responsibility, integrity, trust, and accountability.
- A successful record of building relationships, while being viewed as a trusted partner and collaborator within an organization and with external stakeholders.
- Strong commitment to a culture of race, equity, diversity, and inclusion (REDI) approaches and practices.
- PC skills (with proficiency in Microsoft Outlook, Word, Excel, and PowerPoint) and a thorough knowledge and comfort of basic web skills required.

COMPENSATION AND BENEFITS

This role features a competitive hiring range of \$140,000-\$170,000 based on experience and Schusterman's commitment to internal equity. We offer a strong benefits package to support employee health and well-being, including medical, dental, vision, retirement and mental health support. Schusterman encourages ongoing professional development and supports activities aligned with one's individual career growth plan.

Charles and Lynn Schusterman Family Philanthropies is an Equal Opportunity Employer. Schusterman promotes diversity and provides equal employment opportunities without regard to race, color, national origin, ancestry, sex, gender, gender identity, gender expression, religious creed, disability, genetic information, age, marital status, sexual orientation, or military and veteran status. We encourage individuals of all backgrounds to apply.

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.

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[Submit an application](#)