

# Chief Executive Officer

**Friends of Israel Disabled Veterans (FIDV)**

**New York, New York**

**Salary: \$250,000 - \$300,000**

### The Organization

Friends of Israel Disabled Veterans (FIDV), soon to be rebranded as Friends of *Irgun Nechei Zahal*, is the U.S. fundraising arm supporting Irgun Nechei Zahal in Israel (loosely translated to the organization for the wounded warriors of the IDF). The Irgun is the official, government-backed organization in Israel responsible for the long-term support of all IDF wounded warriors. While there are many splinter organizations supporting veterans of specific units, the Irgun is the one and only organization operating at scale, caring for all wounded warriors.

Prior to October 7<sup>th</sup>, the Irgun cared for 52,000 wounded warriors from all prior wars and acts of terror. Since October 7<sup>th</sup>, as many as 16,500 wounded warriors have been added, and this number is expected to grow significantly, in particular with PTSD cases. The Irgun is thus facing unprecedented burden, and the nature of the support required, and age of those needing care has changed dramatically.

The most notable manner by which the Irgun supports its members is through rehabilitation, support, and empowerment centers known as *Beit Halochem* (in Hebrew, *Home of the Warrior*).

*Each of the four existing Beit Halochem* (Tel Aviv, Jerusalem, Haifa, and Beer Sheva) provides physical and psychological therapy, vocational training, and social reintegration programs. These centers serve as lifelines for wounded warriors, helping them regain independence and lead fulfilling lives. To meet the growing demand for services, *Beit Halochem* is currently building a fifth rehabilitation center, further expanding its capacity to provide critical support for Israel's wounded veterans.

FIDV is now embarking on a major transformation under the leadership of newly appointed Chairman Sam Zussman. Sam brings a vision of modernizing the organization, rebuilding the U.S. operations, and significantly increasing fundraising capacity. His goal is to reshape FIDV's infrastructure to provide more robust support for the Irgun in Israel and turbocharge how the Irgun will be able to support the influx of the estimated 20,000 wounded warriors post-October 7<sup>th</sup>, in addition to the over 52,000 existing members.

### The Position

Reporting to the Chairman and working closely with the board and leadership team, the Chief Executive Officer (CEO) will be responsible for overseeing the day-to-day operations of FIDV, ensuring the organization is well-positioned to achieve its ambitious fundraising and growth goals. The CEO will build the fundraising network as well as the underlying operation and lead the transformation of FIDV. A key priority will be expanding major donor relationships and enhancing individual donor and foundation engagement through strategic solicitation and stewardship initiatives, enabling FIDV to reach new segments of the donor marketplace.

This new CEO will also have the primary responsibility for building a strong, talented team of fundraising professionals as part of a plan for expansive reach through a regional model in communities across the US. This leader will provide results-driven oversight across finance, HR, administration, and technology with a particular emphasis on driving the rebuilding of FIDV's brand.

## KEY RESPONSIBILITIES

- Partner with the Chairman and board to execute the vision for growth and operational transformation of the organization.
- Develop and execute a comprehensive fundraising strategy to expand revenue, with a focus on major gifts and foundation support.
- Manage a national portfolio of major donors and foundations, cultivating and stewarding high-net-worth individuals and institutional funders.
- Partner with the Chairman to keep the board fully informed and actively involved in achieving fundraising and programmatic goals; maximize board and lay leader engagement in fundraising efforts and strategic initiatives.
- Work with leadership to recruit and cultivate new board members, expanding FIDV's leadership network and philanthropic reach.
- Develop and manage financial plans, budgets, and reporting systems to ensure fiscal responsibility and sustainability.
- Establish regional satellite offices across the U.S. and develop strong regional boards in key cities to expand engagement and support.
- Oversee the daily operations of FIDV, ensuring efficiency, effectiveness, and alignment with strategic goals.
- Rebuild FIDV's marketing infrastructure, including enhancing the website, collateral, and messaging to align with the organization's transformation and growth goals.
- Lead HR functions, including developing a high-performing and mission-driven team.
- Strengthen operational infrastructure, including IT systems, CRM, and donor management platforms.
- Ensure legal and regulatory compliance across all organizational activities.
- Cultivate a culture of innovation, transparency, and operational excellence within the organization.

## QUALIFICATIONS

- Passion for FIDV's mission and for the State of Israel.
- Excellent strategic thinking and problem-solving skills, with the ability to implement innovative solutions to complex operational challenges.
- Demonstrated success in fundraising, and broad knowledge of all areas of fundraising including individual major gifts, planned giving, and foundation support.
- A successful track record with major gift solicitation in the six and seven-figure range.
- Strong communication and interpersonal skills, with the ability to collaborate effectively with board members, staff, and external stakeholders.
- Strong understanding of operations management, including finance, HR, technology, and fundraising.
- Demonstrated success in leading organizational transformation and scaling operations to meet ambitious growth targets.
- Experience in rebuilding and modernizing marketing infrastructure, with a focus on digital strategies, messaging, and collateral.

## COMPENSATION

This is a New York City–based role. The CEO is expected to work from FIDV’s Flatiron District office.

The base salary for this role is between \$250,000 - \$300,000 depending upon experience. Benefits include health insurance for the employee, 403b matching plan, paid time off, and paid holidays (Jewish and secular).

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