



Chief Executive Officer

Kaplen JCC on the Palisades

Tenafly, NJ

Salary starting at \$325,000



The Organization

The Kaplen JCC on the Palisades is more than a building – it's a beloved second home, a center of Jewish connection, and a lifeline for thousands in Northern New Jersey. With an annual budget of \$27 million, the JCC serves 3,000+ membership units, over 10,000 members, and more than 750,000 people each year in its 200,000 square foot building and acres of outdoor grounds and facilities.

The JCC is a strength-based organization and a supportive environment where people are treated with respect and positioned to do their best daily work. Its vision is to be the center point of Jewish life in the community and to engage all generations in its mission and values.

The JCC is home to the renowned Thurnauer School of Music, Leonard and Syril Rubin Early Childhood Center, Neil Klatskin Summer Camps, and the JCC Dance and Drama Schools. The JCC is also proud to offer extensive, high-quality programs and services to children and adults across the lifespan, including robust offerings for seniors and individuals with disabilities.

The JCC plays a vital role in fostering community engagement, social services, and cultural programming for community members and has served as an important foundation for the entire Jewish community of Bergen County for 75 years.

Bergen County

The Kaplen JCC is located in Bergen County, New Jersey, only a few miles outside of New York City. Bergen County is known for its unique blend of suburban charm, beautiful homes, excellent schools, parks and recreation centers, and vibrant communities. The Jewish community of Bergen County is one of the largest and most engaged Jewish communities in the state, with an estimated Jewish population of over 80,000, including a large, thriving, and growing Israeli population. This diverse and deeply rooted community spans a wide range of religious affiliations, including Orthodox, Conservative, Reform, and secular Jews. Jewish life in the county centers around thriving towns such as Teaneck, Englewood, Fair Lawn, Bergenfield, and Tenafly, which are known for their extensive network of synagogues, Jewish day schools, kosher restaurants, and community organizations.

The Position

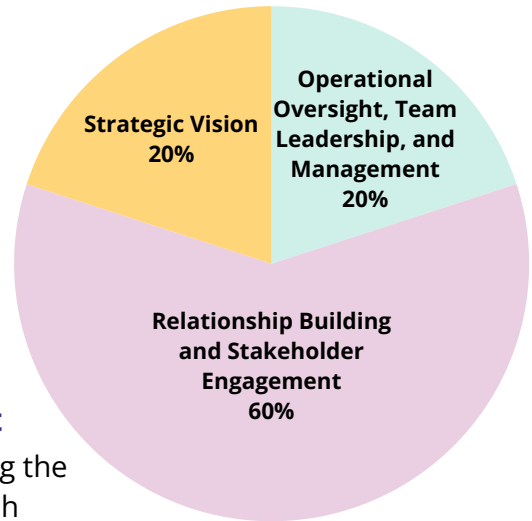
The Kaplen JCC on the Palisades seeks a dynamic and forward-thinking Chief Executive Officer (CEO) to lead this beloved institution into its next chapter of growth, innovation, and impact. Reporting to the Board of Directors, the CEO will serve as a visionary leader, strategic partner, relationship builder, and chief ambassador for the organization.

The next CEO will have a unique opportunity to lead an organization serving its community with unmatched excellence and quality. Building on a strong foundation of Jewish values, the CEO will continue to position the JCC's role as a convener and the center of Jewish life for Bergen County. A primary role for the CEO will be to build and steward relationships with funders, donors, and partners, continue to strengthen financial capacity, leverage a high performing team of professionals while providing growth and development opportunities, and work closely with the Board to ensure that the JCC will continue to deepen its impact in the community and beyond for years to come.

ROLE OVERVIEW

Strategic Vision

- Sharpen a bold, clear vision for the JCC’s future that inspires staff, members, donors, and the broader community.
- Guide the organization through a strategic planning process to chart a path for the organizational vision.
- Strengthen and unify the high-performing leadership team, fostering alignment, collaboration, and a strong organizational culture.



Relationship Building and Stakeholder Engagement

- Act as the chief storyteller and ambassador, representing the JCC externally and building partnerships within the Jewish community and beyond.
- Be a visible, trusted presence with staff, members, donors, partners, and the broader community.
- Serve as the JCC’s lead fundraiser, cultivate and steward major donors and community partners while championing a culture of philanthropy across the organization.
- Expand donor engagement and advance the JCC’s capital campaign and future fundraising initiatives.
- Partner closely with the Board of Directors to align governance with organizational needs and strategy.
- Lead efforts to deepen Board engagement, development, and effectiveness; build a pipeline of board leadership.

Operational Oversight, Team Leadership, and Management

- Foster a healthy, inclusive, and high-performing workplace culture, prioritizing staff development and excellence across the organization.
- Strengthen internal communication, transparency, and cross-departmental collaboration.
- Oversee all aspects of the JCC’s operations, facilities, finances, and program delivery.
- Build a strong and sustainable development department and infrastructure.
- Continue to ensure excellence and creativity with all programs, departments, and projects of the JCC.
- In conjunction with the Board, continue to build capacity around financial planning, stability, and reporting.

Annual Operating Budget	Staff	Membership
\$27.4M	5 Direct Reports 140 Full Time Staff 340 Part Time Staff 500 Part Time Summer Staff	10,400 individuals 3,440 units

THE IDEAL CANDIDATE

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

Drives Vision & Purpose Model the vision and strategy in a way that motivates others to action.	Strategic Mindset Identifying future possibilities and translating them into breakthrough strategies	Instills Trust Gaining the confidence and trust of others through honesty, integrity, and authenticity.
Interpersonal Savvy Relating openly and comfortably with diverse groups of people.	Attracts Top Talent Attracting, selecting and retaining the best talent to meet current and future business needs.	Financial Acumen Interpreting and applying understanding of key financial indicators to make better decisions.

What you will bring

- Executive leadership experience in a mission-driven organization; background in Jewish communal life, human services, or community-based institutions is a plus.
- Demonstrated ability to develop, articulate, and implement a cohesive vision and strategic direction for an organization.
- Strong capacity to build a culture of philanthropy, expand donor engagement, and lead fundraising efforts.
- A track record of successful fundraising and donor engagement, including major gifts.
- Experience managing complex operations, budgets, and teams.
- Board engagement and development experience.
- A natural and engaging relationship builder with strong storytelling abilities.
- Strong commitment to Jewish values and support for Israel.
- A commitment to inclusivity.
- Experience living in the local community is a plus.

WHO WE ARE

Work Environment

This position is located on site at the JCC in Tenafly, NJ and in the broader community.

Our Commitment to Inclusion and Diversity

The Kaplen JCC on the Palisades is committed to being an inclusive community, encouraging all who come through our doors to participate in all JCC programs and classes, creating a safe space where "All Are Welcome."



Our goal is to provide an environment where we honor the dignity of all members within our diverse community and provide opportunities to reach his/her/their own potential. We are also committed to fostering a sense of well-being and a true spirit of belonging for all.

We are committed to the belief that all community members have access to appropriate social, recreational, cultural, and educational experiences in a natural community setting. Our programs, classes and summer camps are designed to provide appropriate individual support within the natural environment, and to work toward meeting the specific needs of each person

COMPENSATION AND BENEFITS

Salary

Starting at \$325,000 and a bonus.

Benefits

The JCC offers a comprehensive benefits package including medical and dental coverage and retirement. Full time employees are eligible for a complementary Family Membership to the JCC and discounts on programs such as early childhood, camps, and other programs.

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 by June 2025.

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[Submit an application](#)

