

Director of Leadership Development

National Council of Jewish Women

Washington, D.C. (Hybrid)

Salary: \$130,000 - \$150,000

BACKGROUND

The Organization

National Council of Jewish Women (NCJW) is a 132-year-old Jewish feminist civil rights organization working for equity and justice for women, children, and families in the United States and Israel. Through the efforts of our 250,000 grassroots advocates and 48 local sections, NCJW combines education, direct service, and advocacy to affect lasting social change at the local, state, and national levels.

We approach our work Jewishly and through the intersections of gender, economic, and racial justice to center those most impacted. NCJW's intersectional work in progressive and Jewish spaces has resulted in deep partnerships with secular and faith-based human rights organizations, BIPOC-led grassroots organizations, and governmental allies.

The Position

The Director of Leadership Development will spearhead and manage the process of identifying, engaging, placing and further developing the next generation of leadership through the NCJW framework. The Director will be responsible for the design, implementation, and oversight of leadership programs to launch the NCJW Center for Women's Leadership. This role will focus on creating educational experiences and community-building opportunities that equip Jewish women with the tools, resources, and networks to excel as leaders in politics, community organizing, advocacy, and other spheres of influence. The Director will work to create a space that supports Jewish women's leadership, challenges systemic barriers, and champions feminist values in every aspect of the Center's programming. The ideal candidate for this position will be creative, a strategic thinker, and have a passion for developing leaders both for today and the future. The position reports to NCJW's Chief Field Engagement Officer.

ROLE OVERVIEW

Program Development & Evaluation

- Design and implement leadership development programs aligned with the NCJW Center for Women's Leadership mission, focusing on women's empowerment, community-building, and advocacy through a feminist Jewish lens.
- Develop an evaluation framework to assess program effectiveness and impact on participants' awareness, knowledge, attitudes, and behaviors.
- Oversee data collection, analysis, and reporting to measure outcomes and achievements.
- Communicate program results to stakeholders through reports, presentations, and other channels.

Leadership Training & Curriculum

- Develop and deliver leadership training programs focused on skills such as public speaking, community organizing, advocacy, and political leadership.
- Collaborate with subject matter experts to design and refine high-quality, impactful curricula that address key leadership challenges.
- Ensure content aligns with adult learning principles, promoting active participation, critical thinking, and behavior change.
- Create engaging, holistic programs that emphasize self-awareness, real-world problem-solving, and networking.

Leadership Training & Curriculum (cont.)

- Work with trainers and facilitators to develop content across multiple formats (e.g., online courses, webinars, instructor-led sessions).
- Recruit, train, and support a network of instructors to ensure consistent, exceptional learning experiences.

Partnership Building & Engagement

- Build and maintain relationships with key stakeholders, including women leaders, organizations, academic institutions, and advocacy groups, to enhance programming and provide networking opportunities.
- Ensure exceptional value and customer service for all stakeholders, including team members, members, partners, and clients.
- Collaborate with stakeholders to identify opportunities, understand needs, and deliver relevant, impactful content.
- Collect feedback and insights to drive program improvements and expansion.
- Pursue strategic partnerships and collaborations to strengthen program impact and sustainability.

Mentorship, Support & Community Engagement

- Develop a mentorship program connecting emerging leaders with experienced professionals to support their growth and long-term success in leadership roles.
- Build and maintain a diverse, inclusive community of participants in the Center's programs, ensuring all women, regardless of background, feel supported and empowered.

Advocacy & Thought Leadership

- Represent the NCJW Center for Women's Leadership at conferences, panels, and in media outlets, positioning the Center as a leading voice in the empowerment of women leaders.

THE IDEAL CANDIDATE

Key Qualifications

- Minimum of seven years' experience in program management, community development, or related roles, with at least 3 years in a leadership role.
- Proven experience in leadership development, community organizing, or advocacy, with a strong background in women's empowerment and feminist values.
- Strong project management skills, including the ability to develop and execute strategic plans, manage budgets, and oversee multiple projects simultaneously.
- Demonstrated ability to design and implement successful educational or leadership development programs.
- Experience in mentoring or coaching individuals, particularly women, to enhance their leadership potential.
- Strong interpersonal and communication skills, with the ability to engage and inspire diverse groups of people.
- Deep understanding of the Jewish community, its diversity, and the issues that matter to Jewish communal life and policy priorities.
- A proactive, solution-oriented mindset with the ability to work both independently and as part of a collaborative team.

COMPENSATION AND BENEFITS

Salary

\$130,000 – \$150,000 annually — commensurate with experience.

Paid Federal and Jewish Holidays

NCJW offers a generous and comprehensive benefits package, including 30+ paid Federal and Jewish Holidays each year, plus paid vacation time, sick time, and extensive paid leave. In addition, NCJW offers a retirement savings account with employer match, health insurance, dental, vision, disability insurance, professional development, life insurance, flexible spending account, trans health coverage, transit benefits, short-term disability insurance, long-term disability insurance, and abortion procedure funding.

WHO WE ARE

NCJW is an Equal Opportunity Employer

At National Council of Jewish Women, we are committed to creating a culture of inclusion and accountability. We honor the wisdom, insights, perspectives, and experiences of diverse viewpoints, and recognize that many critical voices have been underrepresented in Jewish organizational life and nonprofit organizations as a whole for too long. We welcome applications from people of diverse religious, spiritual, and cultural backgrounds. We are an equal opportunity employer and recruit, hire, train, promote, compensate, and administer all personnel actions without regard to race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, national origin, culture, age, creed, disability, ancestry, medical condition, marital status, military or veteran status, citizenship status, or any other protected status.

Accepting applications through August 7, 2025.

Nina Cogan
Talent Consultant
ncogan@drgtalent.com

Bee Smith
Associate Talent Consultant
gsmith@drgtalent.com

[Submit an application](#)