



Managing Director

JCRC Bay Area

San Francisco, CA

Salary: \$200,000 - 220,000

BACKGROUND

The Organization

The Jewish Community Relations Council (JCRC) Bay Area is the largest collective voice of the Jewish community across the nine-county region (San Francisco, Marin, Sonoma, Napa, Alameda, Contra Costa, Solano, San Mateo, and Santa Clara counties). We advocate for Jews to be able to live their own authentic Jewish lives and believe that by working together with other communities, the full vibrancy and diversity of Jewish identity will be embraced and celebrated. We mobilize Bay Area Jews and our allies to counter antisemitism and rising hate, advance social justice, strengthen civic engagement, and ensure a combined response to critical issues we all face.

The Position

The Managing Director leads the organization's community relations strategy and programs across the nine-county region, overseeing program teams in government affairs, community partnerships, Jewish engagement, Jewish affairs, and education. The Managing Director's primary responsibility is to guide and empower the professional team that carries out this work.

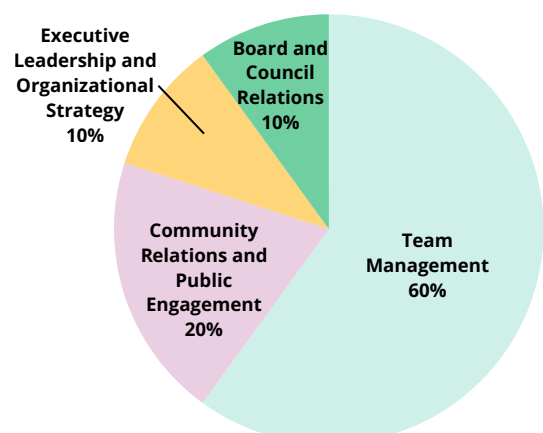
Reporting to the CEO, the Managing Director sets strategic direction, ensures alignment with JCRC's mission, fosters collaboration across program areas, and serves as a senior public representative of the organization.

As deputy to the CEO and a member of the executive team, the Managing Director also plays a key role in organizational leadership—supporting staff in delivering on goals, coordinating work across the organization, and representing JCRC externally with stakeholders, donors, and partners. Additionally, this position engages with the JCRC Board and Council, fostering relationships and inspiring lay leaders to advance JCRC's mission of combating antisemitism, strengthening civic connections, and promoting social justice.

ROLE OVERVIEW

Team Management

- Lead, manage, and partner with the community relations team (11 professionals) to develop and implement JCRC's strategic and annual plans, ensuring progress in key areas:
 - **Policy & Government Affairs** – Build relationships with local, state, and federal elected officials and candidates. Advocates for policies that advance the needs of the Jewish community and social justice efforts.
 - **Community Partnerships** – Strengthen relationships with leaders and organizations across diverse interfaith, ethnic, and single-issue groups. Builds coalitions across communities to advance mutual goals, such as through our SF AAPI-Jewish roundtable.



Team Management (cont.)

- **Jewish Affairs** – Address incident response to antisemitism and promoting Jewish inclusion and belonging across the Bay Area. Oversees our Here I Am Jewish identity and antisemitism trainings and workshops.
- **Education** – Engage K-12 and higher education institutions to ensure Jewish identity is embraced through the culture and environment at schools, as well as through curriculum (ethnic studies, Holocaust education, and beyond). Responds to antisemitic incidents in the K-12 space.
- **Jewish Engagement** – Build relationships with Jewish institutions, synagogues and leaders across the nine-counties. Runs our JCRC Council, the organization's representative advisory body that builds consensus on topical issues and mobilizes Jewish communities in support of JCRC's agenda.
- Develop and oversee project management practices to enhance team efficiency, ensuring strategic and programmatic goals are met.
- Foster a culture of collaboration, thought partnership, and shared learning within the community relations team.
- Identify and support the professional development of team members, encouraging growth through coaching, training, and goal setting.

Community Relations and Public Engagement

- Serve as a high-level community relations representative, building and strengthening relationships with key Jewish and non-Jewish community leaders and stakeholders.
- Educate and inspire Jewish and civic leaders to engage in JCRC's work through speaking engagements, relationship-building, and thought leadership.
- Advocate for policies and issues relevant to the Jewish community and promote JCRC's positions and values.
- Partner with JCRC staff to address complex community issues in schools, government, and interfaith spaces, ensuring thoughtful and effective responses.
- In partnership with the CEO and Marketing and Communications Director, advance messaging and public relations strategies consistent with the messaging/programmatic needs and priorities of the organization.
- Represent the organization in interactions with government officials, media outlets, social media, and other external stakeholders to build brand awareness for the organization.
- Shape strategy and deployment of JCRC professionals and lay leaders to respond to community incidents and crises.

Executive Leadership and Organizational Strategy

- Function as the CEO's chief deputy, representing them in key internal and external forums and making strategic decisions as needed.
- Serve as a key member of JCRC's executive team, contributing to the organization's leadership, strategy, and operational decision-making including:
 - Drive cross-departmental initiatives and best practices in collaboration with colleagues on the executive team.

ROLE OVERVIEW (cont.)

Executive Leadership and Organizational Strategy (cont.)

- Play a key role in shaping organizational culture, fostering an environment of belonging, collaboration, and excellence.
- Participate in high-level discussions on administrative operations, HR policies, financial planning, and organizational strategy.
- Collaborate with the COO/CFO to oversee the community relations team's budget and financial decision-making.
- Partner with the Director of Development to build a culture of philanthropy, engaging donors in community relations work and identifying fundraising opportunities.
- Work closely with the CEO and senior leadership to develop and execute JCRC's annual strategy and goal setting.

Board and Council Relations

- Act as the primary liaison between the community relations team and the JCRC Board of Directors, ensuring alignment with organizational goals.
- Provide regular updates, reports, and engagement opportunities to the JCRC Board about the work of the community relations team.
- Develop relationships with key lay leaders, including the Public Policy Committee Chair and Council Chair, to enhance community engagement.
- Inspire Board members to take an active role in JCRC's mission, fostering deeper involvement in advocacy, relationship-building, and fundraising efforts.

THE IDEAL CANDIDATE

The ideal candidate for the Managing Director position possesses the following competencies:

Communicates Effectively	Builds Effective Teams	Plans & Aligns
Develops multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Builds strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.	Plans and prioritizes work to meet commitments aligned with organizational goals.
Manages Workflow	Manages Conflict	Organizational Savvy
Provides direction, delegates, and removes obstacles to get work done.	Handles conflict situations effectively, with a minimum of noise.	Maneuvers comfortably through complex policy, process, and people related organizational dynamics.

THE IDEAL CANDIDATE (cont.)

Candidate Profile

The ideal candidate will be an exceptional manager who excels at developing talent, building cohesive teams, and ensuring measurable results. They will bring:

- Proven experience supervising high functioning teams, setting strategic direction, and driving results in nonprofit, government, advocacy, or related sectors.
- A baseline knowledge of Jewish communal life and related issues, with the ability to navigate diverse political and cultural perspectives.
- Strong interpersonal skills to engage a wide range of stakeholders, from community leaders to elected officials.
- The ability to balance big-picture strategy with effective day-to-day execution.
- Capacity to address incidents with sound judgment, empathy, and strategic focus.
- Personal qualities including patience, empathy, integrity, and a collaborative spirit.
- Bachelor's degree is required. An advanced degree is preferred.

WHO WE ARE

Work Environment

The JCRC is headquartered in San Francisco, CA, with staff in several locations in the Bay Area. This position works a hybrid schedule (2-3 days a week in the San Francisco office) and requires both domestic and international travel, as deemed necessary for the needs of the organization.

Employment Practices

At the JCRC Bay Area, we value diversity and always treat all employees and job applicants based on merit, qualifications, competence, and talent. We do not discriminate on the basis of or traits historically associated with race, color, religion, religious creed, national origin, ancestry, citizenship, physical or mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, domestic violence victim status, political affiliation, and any other status protected by state or federal law.

COMPENSATION AND BENEFITS

Salary

\$200,000 - \$220,000

Benefits

- Generous low-cost medical, dental, and vision for employees. Employees' premiums fully covered by JCRC
- Employer-sponsored Flexible Spending Plan
- 20 days paid vacation
- 12 sick days
- Life & long-term disability
- Generous annual holiday schedule, including all major Jewish holidays
- 5% company 403b contribution based on your salary



APPLICATION INSTRUCTIONS

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](#)