

# Chief Impact Officer

## Foundation for Jewish Camp

Remote

Salary: \$275,000 – \$300,000

### The Organization

Jewish camps transform the Jewish future—developing engagement, strengthening identity, and creating an enduring and irreplaceable connection to Jewish community.

Foundation for Jewish Camp grows, supports, and strengthens the Jewish camp movement, so camps can deliver exceptional experiences for their campers, staff, families, and communities — engaging them in lifelong, joyful Judaism. Leveraging more than \$20 million of philanthropic giving annually, FJC scales programs and resources to benefit more than 300 Jewish day and overnight camps across North America.

For more information on Foundation for Jewish Camp, go to <https://jewishcamp.org>.

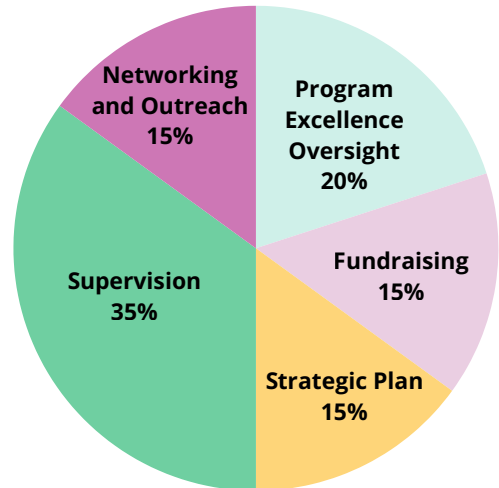
### The Position

The Chief Impact Officer (CIO) will play a pivotal role in accelerating FJC's growth and advancing its impact across the field of Jewish camp. As a key member of the senior leadership team, the CIO will provide vision, oversight, and strategic direction for all programmatic work, including training, grantmaking, research, and network engagement.

Leading a team of nearly two dozen professionals across multiple locations, the CIO will ensure achievement of the organization's desired impact by driving innovation, advancing the core strategic priorities—Advancing the Business of Camp, Building Jewish Learners and Leaders, and Championing Jewish Camp—overseeing implementation and evaluation of the new strategic direction. The CIO will also oversee field evaluation and impact measurement, convene and engage field leadership, and evaluate and manage strategic partnerships and opportunities to strengthen the field. The CIO will play a key role in cultivating and sustaining external relationships, representing FJC with knowledge, passion, and integrity to funders, partners, and stakeholders. With a strong focus on innovation, evaluation, and organizational learning, the CIO will help shape FJC's programmatic vision, build capacity across the sector, and ensure FJC continues to deliver meaningful and measurable impact.

### Strategic Leadership & Vision

- Drive the programmatic vision and strategic direction across all mission-related initiatives.
- Partner with the CEO to establish strategic priorities and collaborate with the senior leadership team to ensure effective implementation.
- Lead the strategic direction, implementation, including design, execution, monitoring, and evaluation.
- Champion programmatic innovation and ensure alignment with the organization's strategic plan.
- Act as a thought partner to the CEO, contributing to high-level decision-making, change management, and cross-functional leadership strategies.
- Serve as a senior organizational leader, helping to set strategic direction and shape culture, policies, and practices in collaboration with the CEO and senior team.
- Partner closely with the Board of Directors, providing strategic insight and programmatic updates to inform decision-making, strengthen governance, and ensure alignment with FJC's mission and strategic priorities.



### Supervision & Management

- Provide direct supervision, coaching, and performance management for four Vice Presidents, ensuring alignment with organizational goals and leadership expectations.
- Set clear priorities, provide ongoing feedback, and conduct regular check-ins to support professional growth, accountability, and operational excellence across departments.
- Model inclusive, transparent, and mission-driven leadership that empowers staff, fosters collaboration, and promotes equity across the organization.
- Lead with a coaching mindset—mentoring direct reports to build leadership capacity, enhance team performance, and support succession planning.
- Facilitate cross-departmental alignment and communication among Vice Presidents to ensure integrated, efficient, and mission-aligned program and operational delivery.
- Participate actively in Senior Team meetings and key governance discussions, representing staff perspectives and advancing organizational priorities.

### Program Oversight & Impact

- In partnership with the professional team, oversee program design, delivery, evaluation, and continuous improvement to ensure impact, relevance, and mission alignment.
- Lead implementation of the organization's core strategic priorities: Advancing the Business of Camp, Building Jewish Learners and Leaders, and Championing Jewish Camp.
- Manage the training, grantmaking, research and learning and network engagement teams as well as other mission-critical initiatives.
- Ensure programs are achieving measurable outcomes and driving the organization's desired impact.

### Data, Evaluation & Storytelling

- In partnership with the professional team, define, track, and communicate the organization's impact and outcomes to internal and external stakeholders.
- Oversee field evaluation to assess effectiveness and inform future strategy.
- Leverage data and evaluation to tell the organization's story to funders, partners, and the board.
- Identify areas of success and opportunities for course correction to strengthen strategy.

### Partnerships & Field Leadership

- In partnership with the professional team, convene and engage field leadership to strengthen alignment and collective impact.
- Evaluate and manage strategic partnerships and opportunities for collaboration.
- Ensure strong cross-team alignment and communication across training, funding, strategy, research/data, and development functions.

### Fundraising & External Relations

- Support fundraising efforts by building and sustaining strong relationships with funders and stakeholders.
- Partner with the Chief Advancement Officer (CAO) to advance development goals through compelling storytelling and effective partnership.

| Budget | Grants Distributed to Camps | Direct Reports |
|--------|-----------------------------|----------------|
| \$25M  | \$40M over 5 years          | 4 - 6          |

## THE IDEAL CANDIDATE

**The ideal candidate for the Chief Impact Officer position possesses the following competencies:**

|                                                                                           |                                                                                                                        |                                                                                                                                   |
|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| <b>Drives Vision &amp; Purpose</b>                                                        | <b>Builds Effective Team</b>                                                                                           | <b>Communicates Effectively</b>                                                                                                   |
| Painting a compelling picture of the vision and strategy that motivates others to action. | Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals. | Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences. |
| <b>Ensures Accountability</b>                                                             | <b>Collaborates</b>                                                                                                    | <b>Instills Trust</b>                                                                                                             |
| Holding self and others accountable to meet commitments.                                  | Building partnerships and working collaboratively with others to meet shared objectives.                               | Gaining the confidence and trust of others through honesty, integrity, and authenticity.                                          |

### Additional Qualifications

- A dynamic and inspiring leader with the presence, gravitas, and credibility to represent the organization with confidence to staff, board members, donors, and external stakeholders.
- Exceptional supervisory and management skills, with proven success leading senior executives at the vice president and director level.
- Demonstrated ability to serve as a trusted partner to the CEO, working collaboratively to set organizational priorities, align staff, and ensure follow-through with accountability and measurable results.
- Extensive experience in strategic planning, guiding organizations through growth, program innovation, and periods of high-level change management.
- A results-driven leader who combines strong execution with a creative and innovative approach to problem-solving and program design.
- Skilled in fundraising, donor cultivation, and building networks of support; able to serve as a visible and valued advocate and voice of FJC's mission to the field, funders and partners.
- Strong board-facing experience, with the ability to establish trust, inspire confidence, and facilitate effective partnerships.
- Exceptional communication skills, including the ability to articulate vision, inspire teams, and engage diverse audiences both internally and externally.
- Superior analytical, abstract reasoning and excellent organization skills.
- Prior experience in Jewish communal organizations, camps, or related mission-driven institutions is strongly preferred, along with a deep understanding of Jewish values, culture, and community life.

## WHO WE ARE

### Work Environment

The CIO role is a remote position and will necessitate travel every 4-6 weeks.

### Our Commitment to Diversity, Equity, & Inclusion

At FJC, we value diversity and equal opportunity. We are committed to building a team representative of a variety of backgrounds, experiences, perspectives, and skills. We know that the more inclusive we are, the better our work – and our world – will be.

### Physical Demands & Work Environment

The physical demands and work environment described here are representative of those that must be met to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- Must be able to lift and /or move up to 10 pounds.
- Must be able to sit, walk, stand, talk & hear for long periods of time.
- This position works in an open environment with moderate noise level.

## COMPENSATION AND BENEFITS

### Salary

\$275,000- \$300,000

### Benefits

- Health Insurance
- Dental, Vision
- Flex Spending
- Employee Assistance Program
- 401k
- Flexible Work Policy
- Paid Sick Time
- Up to 22 Paid Holidays
- Generous Paid Leave – Medical, Maternity, Paternity, Bereavement
- STD, LTD

## 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 December.

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[Submit an application](#)