



Director

Camp Yavneh

Location: East Coast Preferred, Jun-Aug in Northwood, NH

Salary: \$200,000 - \$230,000

BACKGROUND

About

Camp Yavneh, located on 65 acres of woodlands and waterfront in Northwood, New Hampshire, has been imparting Jewish knowledge and passion for over 80 years. With over 600 campers each summer, Yavneh blends state-of-the-art camp programming with an environment that makes Jewish traditions come to life.

Rooted in traditional practice and a strong commitment to multiple expressions of Judaism, K'lal Yisrael at Camp Yavneh affirms that all members of the camp community have much to contribute to and much to learn from our diverse Jewish community. Through embrace of Shabbat, kashrut, daily tefillah (prayer), kitah (text classes), and participation in Yavneh traditions like Shabbat onegs, Yom Yisrael, and Zimriyah, Yavneh inculcates the practice of deep, spirited, and intentional engagement in Jewish life, Israeli culture, and ritual practice. Building on these shared experiences, skills, and dialogue, as well as years-long relationships, campers and staff together continue to be nourished by and to build Yavneh's ever-evolving portion of the Jewish people's masoret (tradition).

Mission Statement

Camp Yavneh is committed to providing a K'lal Yisrael experience in a camp environment where all aspects of life reflect Jewish values. A place for Jewish learning and a fulfilling camp experience for all Jewish children.

Core Values

- Gratitude
- Growth and learning
- Love of Israel
- Joy, Commitment and Responsibility
- Decency and Respect

Yavneh is one of few independent Jewish camps not affiliated with a denomination or movement. Our families span all backgrounds and approaches to Judaism. Camp Yavneh has 9 year-round staff, an operating budget of \$4.95M, and raised \$470K in donations last year.

About the Position

Camp Yavneh seeks a leader with the skills, experience, and vision to lead the organization into its next phase of development, growth, and impact. Camp Director candidates should have deep and relevant experience in driving success in several critical areas: Executive Leadership, Organizational Management and Culture, Communication, and Resource Development.

This position is ideal for candidates from a broad range of leadership positions inside and outside the professional Jewish world, although deep lay or professional experience is critical to success in this role.

As we celebrate our 80th anniversary, Camp Yavneh remains steadfast in its mission to foster a pluralistic Jewish community rooted in tradition, inclusivity, and joyful learning.



BACKGROUND (cont.)

Priorities

- Be a visible and joyful presence in camp during the summer.
- Represent Yavneh to the world all year round.
- Lead a growth-oriented and empowered team through relationship-based management of year-round and seasonal staff.
- Communicate with staff and families in proactive, transparent, and thoughtful ways.
- Recruit, retain, and build relationships with staff, campers, and families.
- Lead the organization through values and business acumen, heart and numbers, and relationships and data.
- Model an authentic and deeply engaged Jewish life.

RESPONSIBILITIES

Executive Leadership

- Be a dynamic leader who will bring people and communities together—a compassionate collaborator and first-rate communicator.
- Execute a program that is the shared vision of the board, team, and camp community.
- Serve as the spokesperson for Camp Yavneh, representing the camp in the local community and in the larger camping and Jewish community.

Resource Development, Financial Acumen, and Facilities

- Build, steward, and diversify relationships with donors and potential donors.
- Craft and articulate a compelling case for giving for Camp Yavneh.
- Drive collaboration with the Board to innovate, build, and execute strategic financial and operational plans that support sustainability.
- Develop a budgeting process that provides both accountability and program creativity.
- Plan capital needs of the Camp Yavneh property and facility; work with the Board to design and budget for new, improved, or enhanced buildings and grounds.

Organizational Management and Culture

- Build and maintain effective, engaging, and trusting relationships with Camp Yavneh's senior management team and staff.
- Assess and evaluate internal systems and staff infrastructure.
- Communicate effectively to create an environment of team, collaboration, accountability, and appreciation; set and advance a positive and cohesive culture within the organization.
- Provide ongoing supervision, mentoring, professional development, and growth to direct reports, year-round and summer.

QUALIFICATIONS

Required

- Experienced manager of people and teams in a growth-oriented, fast-paced environment.
- Proven leader capable of fostering an atmosphere of empowerment, collaboration, transparency, positivity, and growth.
- Excellent and transparent communicator; able to engage in difficult conversations with sensitivity, openness, and thoughtfulness.
- Strategic visionary and culture builder; Galvanizer who inspires excitement about Camp.
- Experienced educator/leader in youth, tween, teen, and/or college-level settings.
- Comfortable with financial, facility, and governance elements of camp, including experience working with board and donors on resource development and allocation.
- Self-motivated and highly organized to meet organizational needs during both long off-season and intense summer season; Responsive, action-oriented, and decisive.
- Demonstrates the highest degree of personal responsibility, accountability, and thoughtful decision-making.
- Steeped in Jewish community and learning; comfortable in a Hebrew-infused environment.
- Passionate about Jewish camp, community, education, Hebrew, and Israel.

Preferred

- 5+ years experience in an executive leadership position.
- Familiarity with Jewish education and camps, esp. Camp Yavneh history and traditions.
- Part of a strong network of Jewish communal leaders (lay and professional) committed to inclusive/pluralistic Jewish education.

TIMELINE AND NEXT STEPS

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.

Jessica Black
Senior Talent Consultant
jblack@drgtalent.com

Merav Schwartz
Associate Talent Consultant
mschwartz@drgtalent.com

[Submit an application](#)

