



Senior Director of Programs

Beit Kulanu

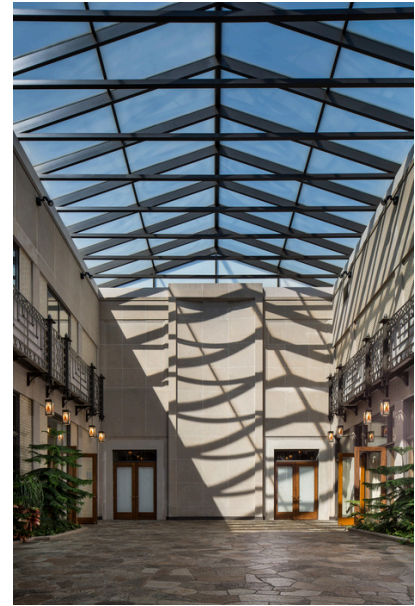
Pittsburgh, PA

BACKGROUND

The city of Pittsburgh -a city with a rich tradition of culture, technology, the culinary arts, and major universities - has long served as a backdrop for a vibrant Jewish community. Pittsburgh's diverse Jewish ecosystem is supported by a wide variety of institutions and organization that nurture spiritual, educational, cultural, and human service needs of the Jewish community and beyond. Beit Kulanu, a unification of Pittsburgh's Rodef Shalom Congregation and Temple Sinai – is an innovative synagogue community and the newest addition to this landscape.

The Path to Unification

In early 2023, Rodef Shalom Congregation and Temple Sinai, both central pillars of Pittsburgh's Jewish Community for generations, began explorations about joining together to strengthen their respective synagogue communities. For over two years, the communities embarked on a joint visioning and comprehensive planning process to reshape and reimagine worship, programming, operations, membership, engagement, fundraising, governance, and more. The decision to merge and the plan of merger has been almost universally supported – with over 93% of both synagogue communities voting to unify as Beit Kulanu “A House for Everyone.”



Mission & Vision of Beit Kulanu

Beit Kulanu aspires to be more than a traditional synagogue. Beit Kulanu seeks to be a groundbreaking presence in the broader Jewish community, creating a safe space for all Jews to find comfort, inspiration, and home. Beit Kulanu seeks to be a synagogue where tradition meets innovation and where every person can find connection, learning, service, and transformation, a place to foster sacred relationships and strengthen the bonds of communal connection.

A Moment of Opportunity

Join us. Help make a difference. This is a defining moment in Beit Kulanu's evolution, offering an extraordinary opportunity for a visionary professional leader to build new traditions, to help shape not only the future of Jewish life in Pittsburgh, but the future of Reform Judaism.

The Position

As one of the first hires of Beit Kulanu, the Senior Director of Programs will play a pivotal role in shaping organizational culture, systems, and strategic direction. This leader will oversee development of an integrated, mission-aligned program portfolio that enriches Jewish life, deepens engagement, and supports learning across the lifespan – from babies to bobbies. With over 100,000 square feet of usable physical space, the Senior Director will have significant opportunity to imagine and activate high-impact programming for diverse audiences.

Strategic Leadership & Vision

- Develop and execute a forward-thinking strategic vision for all Beit Kulanu programs.
- Lead collaborative program planning processes with senior leadership, clergy, and lay partners.
- Use community insights and demographic trends to guide program innovation and ensure relevance to all members of a diverse synagogue community.
- Champion diversity, equity, inclusion, and accessibility across all program offerings.
- Serve as a strategic thought partner to clergy in developing spiritually and culturally rich programming.
- Represent Beit Kulanu in the Jewish and nonprofit communities, strengthening visibility and expanding participation.

Synagogue Program Development & Management

- Design programming that serves the entire Temple community and that attracts new potential members by making Beit Kulanu a central location for engaging and meaningful Jewish activity and experiences.
- Manage and engage volunteer leaders in program initiatives.
- Oversee the full lifecycle of programs across early childhood, afterschool, teen, young adult, adult learning, library services, and public programs.
- Build an integrated continuum of engagement from early childhood through older adulthood.
- Establish and monitor quality standards, learning outcomes, and success metrics.
- Ensure programs reflect Jewish values and experiences in meaningful and accessible ways.
- Innovate new offerings responding to community needs and emerging opportunities.
- Oversee scheduling, space allocation, vendor partnerships, and operational coordination.

Public Programming Excellence

- Build a dynamic portfolio appealing to diverse audiences and elevating Beit Kulanu as a cultural and intellectual hub “beyond the congregation.”
- Ensure public programs enhance community visibility and attract new participants.
- Strengthen systems for communication, volunteer coordination, and program execution.
- Curate and execute high-quality public events including performances, lectures, author talks, film screenings, and cultural celebrations.
- Ensure compliance with safety regulations, licensing, and accessibility standards.

Staff Leadership & Development

- Recruit, supervise, and develop program managers as needed.
- Provide coaching, mentorship, and professional development.
- Foster a collaborative, innovative, values-aligned organizational culture.
- Promote cross-departmental collaboration and knowledge sharing.
- Support succession planning for continuity and sustainability.

Financial Management

- Work collaboratively with senior team members to plan, monitor, and manage program budgets totaling \$2M+, ensuring responsible use of resources in support of strategic goals.
- Identify and pursue diverse revenue streams including program fees, grants, sponsorships, and philanthropic support.
- Collaborate with development staff on grant proposals, donor cultivation, and fundraising campaigns that support program expansion and innovation.
- Work with finance team on budget forecasting, variance analysis, and financial reporting to optimize resource allocation.

Partnership & Community Engagement

- Cultivate partnerships with schools, synagogues, community organizations, and cultural institutions.
- Build relationships with members, stakeholders, and program participants.
- Collaborate with marketing and communications to promote programs.
- Represent Beit Kulanu at community events and professional networks.



THE IDEAL CANDIDATE

The ideal candidate for this position possesses the following competencies:

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| Cultivates Innovation Creating new and better ways for the organization to be successful | Drives Vision and Purpose Paints a compelling picture of a vision and strategy that motivates others to action | Communicates Effectively Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences |
| Stakeholder Focus Building strong stakeholder relationships and delivering targeted solutions | Values Differences Recognizing the value that different perspectives and cultures bring to an organization | Instills Trust Gaining the confidence and trust of others through honesty, integrity, and authenticity |

Additional Qualifications

- Bachelor's degree required, master's degree in nonprofit management, education, Jewish studies, arts management, or a related field preferred.
- Personal connection to or knowledge of Jewish community, culture, traditions, lifecycle, and contemporary Jewish life.
- Proven track record of program innovation and organizational impact.
- Outstanding interpersonal and relationship-building skills with diverse stakeholders.
- Excellent written and verbal communication skills, including public speaking and presentation abilities.
- Financial acumen with experience in budget development, management, and analysis preferred.
- Collaborative approach with the ability to work effectively across departments and constituencies.
- Creative problem-solver able to balance innovation with operational excellence.
- Strong project management and organizational skills with exceptional attention to detail.

About You

- A strong listener who leads with curiosity, calm, patient, relational, and skilled at building trust in complex environments.
- Approachable, collaborative, and able to honor and bridge differing cultures and histories while holding people accountable with kindness and clarity.
- High emotional intelligence, sound judgment, and excellent communication skills across diverse personalities and constituencies.
- Creative and entrepreneurial.

COMPENSATION AND BENEFITS

Salary

\$105,000 - \$125,000, commensurate with experience

Benefits

Beit Kulanu offers a comprehensive benefits package including health insurance, retirement plan, life insurance, long-term disability, generous vacation and sick leave, and parental leave.

Beit Kulanu is an equal opportunity employer. We are committed to creating an accepting and inclusive environment for all.

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 the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by May.

Shanna Jadwin
Talent Consultant
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[Submit an application](#)