



# Director of Righteous Persons Foundation and Special Initiatives

**Fundamental Philanthropy, Inc.**

Los Angeles or New York City

Salary: \$215,000 – \$240,000

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Fundamental

## The Organization

Fundamental Philanthropy, Inc. (FPI) is a boutique philanthropic and political consultancy based in Los Angeles. For more than a decade, the firm has worked with individuals, families, and organizations to help them use their resources (financial and otherwise) to drive social change. Our expertise lies in developing grantmaking strategies, staffing foundation operations, mapping new trends, collaborating with thought leaders, and devising creative solutions to complex problems. Current key clients include the Hearthland Foundation (Hearthland), the Righteous Persons Foundation (RPF), the Vera R. Campbell Foundation (VCF), and the Rosenzweig-Coopersmith Foundation (RCF).

Fundamental is in an exciting period of growth, expanding from a team of 10 to about 20 full-time employees (plus outside consultants) over two years (current FTE count: 15). We're looking for people who are energized by the opportunity to help shape an organization in motion and thrive in dynamic environments—who are excited to help build what's next with creativity and humility.

## The Team

At Fundamental, we seek colleagues who are:

- Passionate about working for a company and clients that are committed to doing good in the world. You align with our [creative principles](#) and want to build a shared democracy that works for all.
- Comfortable working in a nimble, fast-paced environment with developing and changing needs. You enjoy reviewing and interpreting a high volume of complex, sometimes contradictory information to solve problems effectively. You are adaptive and able to work in an iterative, growing organization.
- Deeply relational and excel in collaborating with multiple stakeholders. You love being part of a team and are a bridge-builder with low ego. You are kind and have the capacity to imagine how the world looks to others and to build bonds of trust, even in difficult circumstances.
- Solutions-oriented. You approach your work with an asset-based framework, focusing on strengths and opportunities, not only problems or limitations.
- Genuinely curious. You ask questions, listen deeply, and see yourself as a lifelong learner.
- Highly creative. You value artistry, beauty, and imagination as deeply human needs and not a luxury.

Fundamental believes philanthropy is both a process and practice. We understand that creating new possibilities requires time, learning, partnership, intention, and invention. We center equity in how we work and what we do. We engage staff and stakeholders with differing identities and experiences. We understand community is not a monolith but an ever-evolving constellation of practitioners, organizations, and neighbors who, together, can address problems and envision creative solutions.

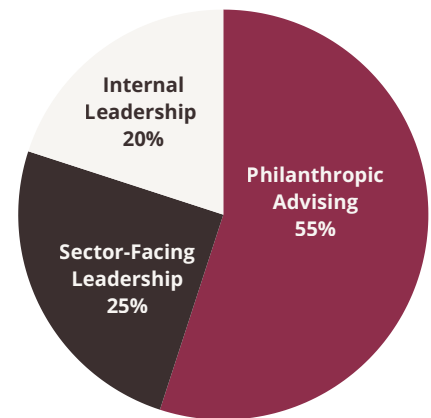
### The Position

Fundamental seeks an experienced and mission-driven leader to serve as the Director of Righteous Persons Foundation and Special Initiatives, the senior leadership position for the Righteous Persons Foundation (RPF) and a key contributor to special initiatives within the President's Office as part of Fundamental's broader client portfolio. This role will include wider work with the Hearthland Foundation at a pivotal moment for both the organization and the broader American Jewish communal ecosystem. Reporting directly to the President and sitting on Fundamental's senior leadership team, the Director will direct the day-to-day philanthropic work of RPF's \$4.5M and growing grants portfolio, which for more than 30 years has funded innovative approaches that inspire activism for social justice, unite people across lines of difference, unlock the power of art and storytelling, make Jewish history and tradition more accessible, and ensure the moral lessons of the Holocaust are not forgotten. This leader will serve as a visible external face of RPF—building and deepening relationships with grantees, peer funders, and stakeholders across the Jewish philanthropic ecosystem—while also contributing to Fundamental's internal growth and direction during a meaningful period of organizational transition and expansion. The role spans philanthropic advising, sector-facing leadership, and internal leadership and includes managing one to two Program Associate(s). This is an opportunity for a strategic, relational, and creatively oriented leader to steward an established portfolio and help shape the future.

### Role Overview

#### Philanthropic Advising

- Analyze, shape, and direct the future strategy for RPF's portfolio, including evaluating the current grants docket and determining what should evolve, grow, or sunset.
- Develop strategies for and steward a \$4.5M grants portfolio (with likely growth) that advances RPF's mission of building a more just and vibrant future for the Jewish community and beyond. This includes:
  - Actively seeking out, vetting, and cultivating new grantee partnerships. (The grants management team supports our program team by assisting with vetting grantee financials and managing the administrative portion of the grants cycle.)
  - Stewarding ongoing grantee relationships with care by assessing their progress and working alongside grantees to determine what is needed to help them flourish.
  - Conducting research, providing analysis, and building issue expertise in support of Foundation projects, including staying current on trends and emerging issues in the Jewish philanthropic landscape.
  - Preparing grant recommendation memos, board meeting presentations, research briefs, and other materials for Foundation meetings as needed.
  - Fostering relationships with practitioners, colleagues at other foundations, and other leaders in the philanthropic sector that enable RPF to leverage its and its partners' best efforts.
- Working closely with the firm's President on grantmaking that sits in the President's Office, whose portfolio is roughly \$10M+ with the strategy evolving. This includes both ongoing grantmaking and special initiatives.
- Contribute philanthropic advising expertise across Fundamental's broader client portfolio as needed. This may include supporting family foundations with a focus on Jewish philanthropy.



## Sector-Facing Leadership

- Serve as a visible and credible external face of RPF—particularly within the Jewish philanthropic community—by participating actively in conferences, convenings, and peer funder networks.
- Build and represent RPF's relationships across the Jewish philanthropic ecosystem, including with peer funders, grantees, coalition partners, and adjacent stakeholders.
- Stay current on trends, challenges, and opportunities in the Jewish landscape and other relevant ecosystems and advise leadership on areas of strategic importance and emerging need.
- Collaborate with the Communications and Design teams on all RPF-related and other client communications, both internal and external, including websites, thought leadership, newsletters, and other public-facing materials.

## Internal Leadership

- Sit at the senior leadership table, contributing to organizational decision-making, program strategy, and Fundamental's ongoing growth and development.
- Serve as part of the Senior Program Team, collaborating regularly with Fundamental's fellow senior philanthropic advisors to align RPF's work with that of the Hearthland Foundation, its sister foundation, and to advance a coherent cross-portfolio strategy.
- Build out and manage Program Associate(s), including:
  - Assigning tasks, setting deadlines, and communicating overarching and project-specific expectations and goals clearly.
  - Evaluating performance and providing ongoing feedback.
  - Fostering employee development, growth, and a sense of belonging.
  - Recognizing achievements and addressing challenges with care and directness.
  - Maintaining a supportive work environment and ensuring employee well-being.
- Work alongside a team (currently 15+ staff members, plus outside consultants) to advance aspects of Fundamental's clients' missions across program areas.
- Help navigate and clarify the connective tissue between RPF and Hearthland as the organization continues to grow and define how its client work intersects.
- Support and participate in internal efforts to create an inclusive, diverse, and equitable work environment. Contribute to creating a culture in which all staff are safe, respected, heard, and heeded.

Year Founded	Grantmaking	Location	Direct Reports
RPF in 1994 FPI in 2013 Hearthland in 2019	RPF ~ \$4.5+M THF (President's Office) ~ \$10+M RCF ~ \$1M	Los Angeles & New York City	1-2 Program Associate(s)

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

### Communicates Effectively

Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.

### Manages Ambiguity

Operates effectively, even in the face of uncertainty.

### Collaborates

Builds partnerships and works collaboratively with others to meet shared objectives.

### Creative Orientation

Approaches challenges with imagination and originality, consistently finding new ways to think, create, and solve.

### Strategic Mindset

Sees ahead to future possibilities and translates them into breakthrough strategies.

### Manages Complexity

Makes sense of complex, high-quantity, and sometimes contradictory information to solve problems effectively.

## Additional Qualifications

- Significant professional experience (we expect this to be a senior leader, though we value depth and quality of experience over years) with strong background in at least one or more of the following areas: faith-based community organizing, media, social justice, cultural change, storytelling, journalism, arts, or Jewish communal life. We are open to and encouraged by candidates who have built their careers outside of traditional philanthropy and can demonstrate clear transferability.
- Demonstrated care and personal passion for Judaism, with a nuanced and expansive understanding of Jewish life, identity, and community—including the complexity and diversity of the current Jewish philanthropic landscape.
- Deep familiarity with the unique challenges and opportunities facing the American Jewish community at this moment and the ability to advise strategically in response.
- Familiarity with the philanthropic sector and grantmaking processes is helpful; demonstrated ability to learn quickly and build expertise in new domains is equally valued.
- Naturally curious: someone who asks thoughtful questions, listens deeply, and approaches their work as a lifelong learner.
- Strong strategic mindset: able to see ahead to future possibilities and translate them into coherent, actionable grantmaking strategies.
- Comfort with ambiguity, flexibility, and a low-structure environment; able to operate effectively even when the path forward is not fully defined and to make sound decisions amid complexity.
- High emotional intelligence and strong interpersonal skills, with a demonstrated ability to build trust with senior leaders, grantees, donors, and colleagues across diverse identities and contexts—including race, class, age, and geography.
- Creative orientation: approaches challenges with imagination and originality and brings an appreciation for artistry, storytelling, and culture as powerful levers for social change.
- Exceptional verbal and written communicator; able to develop and deliver compelling, audience-appropriate communications across multiple modes and contexts. Demonstrated storytelling ability and skill in synthesizing complex information.

### Additional Qualifications (cont.)

- Experience managing direct reports, with a track record of fostering growth, providing clear direction, and maintaining a supportive and accountable team culture.
- Experience managing projects full-cycle with multiple competing stakeholders; strong ability to prioritize and execute efficiently without sacrificing quality.
- Excellent judgment and discretion in handling confidential or sensitive matters, with proven diplomatic and problem-solving capabilities.
- A bachelor's degree in the social or political sciences, journalism, organizational development, or a related area of study preferred, though we recognize that relevant experience and demonstrated expertise may substitute.
- Proficient with Microsoft 365 applications (Outlook, Word, Excel) and comfortable working on a Mac. Basic experience using, or willingness to learn, shared document platforms (such as Dropbox), office communication platforms (such as Slack), presentation and design platforms (such as Adobe Acrobat and Miro), virtual communication platforms (such as Zoom), and donor databases (such as Salesforce).

## Who We Are

### Work Environment

This is a full-time, exempt position based in either the Los Angeles area or New York City.

Fundamental is currently working via a hybrid model (three days in-person, two remote). Our offices are located in Culver City, CA, and Manhattan, NY. Office hours are Monday through Friday, 9 a.m.–6 p.m.

Some evening and weekend social engagement work is expected, and some travel is anticipated. Travel may comprise approximately 10% of this role (with flexibility).

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

The above-outlined combination of experiences and skills is ideal for success in this role, but we do not require or expect to find a candidate with everything. If you possess many of these experiences and skills, we invite you to apply. We value candidates with a range of backgrounds and abilities and recognize that everyone brings unique professional and lived experience into the workplace. In all of the job function areas, reasonable accommodations are available as needed.

FPI is an equal opportunity employer. FPI provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, gender identification, sexual orientation, marital status, national origin, age, disability, or genetics. In addition to federal law requirements, FPI complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, termination, layoff, leaves of absence, compensation, and training.

## Salary

\$215,000 – \$240,000

## Benefits

We care deeply about our team, and we offer a comprehensive benefits package to ensure that all employees can bring their whole selves to work by staying focused on their wellbeing.

Our compensation package includes:

- 100% employee coverage for medical, dental, vision and life insurance
- 401k plan after one year of service (no match needed; minimum 7% employer contribution)
- All major holidays observed, with floating holidays available
- Paid weeklong summer and winter breaks (office closure)
- Paid vacation/personal time off
- Paid sick, mental health, and wellness time off
- Paid parental leave (starting at 12 weeks)
- Paid sabbatical (two months, following seven years of service)
- Professional development budget
- Hybrid schedule

## Timeline and Next Steps

DRG is conducting this search on behalf of FPI. Interested candidates should submit, as soon as possible, materials including the following:

- A cover letter detailing relevant experience as a leadership professional and your interest in working with Righteous Persons Foundation, Hearthland, and Fundamental
- A current resume
- A writing sample (no more than 300–500 words) that addresses the following questions: Is there a value that's guiding your thinking about what's needed at this time? How are you seeing this show up in Jewish life?

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 the end of July.

**Jennifer Fleischer**  
Principal  
[jfleischer@drgtalent.com](mailto:jfleischer@drgtalent.com)

[Submit an application](#)