

Chief Executive Officer

United Synagogue of Conservative Judaism (USCJ)

New York, New York

Salary: \$300,000

The Opportunity

The United Synagogue of Conservative Judaism (USCJ) seeks an exceptional leader to help shape the future of Conservative Judaism in North America.

This is not a traditional association leadership role. It is an opportunity to lead one of the most important renewal efforts in contemporary Jewish life.

The next CEO will take a leadership position within a movement with extraordinary assets: hundreds of congregations, dedicated clergy and lay leaders, deep intellectual and spiritual traditions, thriving youth and leadership programs, and a proud history of balancing tradition with modernity. At the same time, the movement faces profound challenges shared across much of organized Jewish life: changing patterns of affiliation, evolving expectations of community, demographic shifts, growing polarization, financial pressures on congregations, and the need to engage younger generations in new and meaningful ways.

The Board is seeking a leader who views these realities not as obstacles, but as an invitation to reimagine what a vibrant, compelling, and impactful Conservative Judaism can look like in the decades ahead.

Reporting to the Board of Directors, the CEO will serve as USCJ's chief strategist, chief relationship builder, chief fundraiser, and chief ambassador. The successful candidate will help align diverse stakeholders around a bold vision, strengthen the value USCJ delivers to congregations, build new models of engagement, and ensure that Conservative Judaism remains a vital force in Jewish life.

The Position

The CEO of USCJ will work closely with the Board of Directors to lead the organization through its next phase. The ideal leader is someone who can bring different voices together around a shared purpose and vision, translate that vision into action ensuring that ideas lead to constructive outcomes, and build trust across communities. They will create clarity, focus, and accountability around a strategic vision, while serving as an inspiring presence who leads, communicates, and manages with warmth, credibility, and conviction.

ROLE OVERVIEW

What Success Looks Like

Over the next five years, the CEO will be expected to:

- Develop and advance a compelling vision for the future of Conservative Judaism and USCJ's role within it.
- Increase the value and relevance of USCJ to affiliated congregations.
- Strengthen synagogue leadership pipelines, including clergy, professional, and lay leadership development.
- Foster and manage innovation across congregations and communities, helping leaders experiment with new models of engagement, learning, spirituality, and community-building.
- Deepen engagement among younger adults, families, and emerging Jewish leaders.
- Strengthen the movement's connection to Israel while helping communities navigate complexity with confidence and nuance.
- Work with our partners in the Jewish World to advance and sustain our movement
- Expand USCJ's visibility, influence, and impact across the North American Jewish landscape.
- Build a financially sustainable organization capable of investing in innovation and growth.
- Create a culture of accountability, collaboration, excellence, and continuous learning.

KEY RESPONSIBILITIES

Organizational Management

- Lead and manage organizational change, strengthening the organization's ability to move from strategy to execution and impact.
- Improve the organization's use of data to inform decision making and measure impact.
- Foster a collaborative culture that aligns high-performing teams around shared goals and direction.
- Establish processes and systems that enable execution and accountability.
- Partner with the Chief Financial Officer and partners to ensure financial stability and alignment with strategic priorities.
- Oversee operational and organizational people management, ensuring the right structures, talent, and resources are in place to support a high-performing and mission-driven team.

Strategic Vision and Leadership

- Define strategic priorities that support long-term institutional sustainability and impact.
- Clarify and communicate a compelling value proposition for the organization.
- Ensure all programs and initiatives align with USCJ's mission and goals, enhancing effectiveness and coherence across the organization.
- Clarify USCJ's role within the Conservative movement by responding to the community's evolving needs.
- Activate and effectively leverage the board and volunteer leadership as strategic assets.

KEY RESPONSIBILITIES

Fundraising and Institutional Advancement

- Partner with the Chief Development Officer to build a diversified and sustainable funding model focused on major donor cultivation and institutional partnerships.
- Cultivate relationships with key stakeholders, community leaders, and mission-aligned organizations to identify opportunities for collaboration and impact.
- Demonstrated ability to close major gifts and funding commitments, converting donor relationships into tangible financial support for the organization's mission and growth.

External Leadership and Stakeholder Engagement

- Shape and communicate a clear narrative that reinforces mission and impact.
- Build trust and strengthen relationships with synagogues and movement partners through consistent communication.
- Elevate the organization's external presence as a visible and credible public voice and go-to resource for synagogues.
- Represent the organization and elevate its voice across the Jewish communal landscape.

THE IDEAL CANDIDATE

The successful candidate will be a transformational leader with the ability to inspire confidence, build trust, and drive meaningful change. They will bring deep familiarity with Jewish communal life and a genuine passion for the future of Conservative Judaism, combined with the executive experience, operational discipline, and interpersonal skill to lead a complex, multi-stakeholder organization through its next chapter.

The ideal candidate for the CEO position possesses the following competencies:

Vision into Action	Drives Results	Decision Quality
Translating strategic thinking into concrete, executable plans that drive measurable results	Exceptional execution with a strong orientation toward accountability and follow-through	Making sound, timely decisions amid ambiguity and complexity to keep the organization moving forward
Entrepreneurial Spirit	Collaboration & Influence	Resilience & Adaptability
Proactive and innovative, with the confidence to take thoughtful risks in a fast-paced environment	Highly collaborative while exercising independent judgment and inspiring confidence across diverse audiences	Energized by change, takes ownership, and remains steady and effective in dynamic environments

THE IDEAL CANDIDATE (CONT.)

Qualifications

- Demonstrated change management experience.
- Experience building, leading, and managing high-performing teams.
- Experience building trusted relationships with boards, stakeholders, and donors.
- Proven fundraising and donor cultivation experience, with a track record of securing major gifts and supporting an overall fundraising development plan.
- Demonstrated experience as a compelling communicator and public representative of an organization.
- Ability to translate vision into actions and measurable outcomes.
- Experience navigating complex organizational dynamics and building consensus.
- Deep love of and dedication to Conservative Judaism.
- Understanding of the Jewish communal landscape and current cultural and political issues.

WHO WE ARE

The United Synagogue of Conservative Judaism supports the network of synagogues and related partners in the Conservative Movement that celebrate both tradition and contemporary life. USCJ guides, counsels, and provides resources to its nearly 600 affiliated synagogues and to all the members of the Conservative Movement throughout North America. USCJ leads the Movement's efforts to support and enable thriving centers of Jewish life and to connect with Movement partners across North America, Israel, and beyond.

Why This Role Matters

The future of Jewish life in North America will be shaped by institutions that successfully balance enduring values with changing realities.

Conservative Judaism has long occupied that space.

The next CEO of USCJ will have the opportunity to help write the movement's next chapter—strengthening communities, developing leaders, inspiring Jewish engagement, and ensuring that future generations inherit a movement that is vibrant, relevant, courageous, and growing.

Work Environment

This position offers a flexible work arrangement; however, candidates must have access to the New York metropolitan area, as periodic in-office presence and availability to travel are required to fulfill the responsibilities of the role.

COMPENSATION AND BENEFITS

Salary

\$300,000

Benefits

USCJ offers a comprehensive benefits package including medical, dental, and vision insurance, flexible spending accounts (FSAs) for healthcare and dependent care expenses, supplemental coverage options through AFLAC, pet insurance, and access to mental health and wellness resources through the Calm Health app. USCJ offers a comprehensive benefits package to support the health and financial well-being of its employees.

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 August 1st.

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[Submit an application](#)