



Position Opening: Director of Programs
Full-Time, Exempt
Posted June 2018

JOIN for Justice: the Jewish Organizing Institute and Network, envisions a revitalized Jewish community that plays a powerful role in this country's social justice struggles. We believe that our Jewish religious, historical, and cultural traditions compel us to organize our communities and take powerful action together in support of the pressing social justice issues of our time, and that those unique traditions can be a particularly indispensable resource in harnessing the power of faith for good. We teach community organizing and build a powerful network of Jewish social justice organizers. We focus on Jewish leaders, rabbis, and community organizers through our yearlong Jewish Organizing Fellowship, Seminary Leadership Project, Clergy Fellowship, online classes, ROAR! (Resistance, Organizing, Action, and Resilience) training series, and consulting work with organizations. Thousands of people we have trained are tapping these traditions as they work in cities across the country forging relationships, building power, and winning change for their communities.

ROLE

JOIN for Justice, commonly referred to as JOIN, is seeking a full time Director of Programs, responsible for supervising all of JOIN's organizing programs, overseeing the creation of new programs and initiatives (both online and offline), developing new curriculum, and ensuring all our programs have impact and center the leadership of Jews of Color, Jews with disabilities and other marginalized Jews. Our organization is currently developing a strategic plan which embraces an exciting and expanded vision for our organization, and we are looking for the Director of Programs to bring new wisdom, experiences and perspectives to guide our growth. The Director of Programs ensures alignment of our programs within the organization's mission, vision and goals. A new role, and a member of the Senior Management Team, this person reports directly to the Executive Director.

A JOIN for Justice, we believe social justice fights require the voices of those most directly impacted by injustice. JOIN for Justice is dedicated to building a culturally diverse and pluralistic staff team and strongly encourages those from marginalized groups to apply for this role.

JOB RESPONSIBILITIES

- Supervises a team of skilled organizers/program directors
- Manages the development of new projects and initiatives, from concept to implementation
- Develops overall pedagogical approach build with the organizer team and develops core training content in new areas of focus, including collective liberation/anti-oppression frameworks, movement building and distributed organizing
- Ensures alignment across programs while enabling program staff to meet their individualized program needs
- Ensures program quality through various evaluation methods
- Leads annual program staff planning and work plan development
- Serves as lead trainer on certain contracts in area of organizing expertise
- Some travel nationally, which may include weekends
- Represents the organization with key donors and partners
- Builds partnerships with organizations locally and nationally



QUALIFICATIONS AND SKILLS

While one candidate may not have every item listed here, our ideal candidate will have a significant number of these skills and experiences

- 5-10 years of experience in organizing/as an organizer
- Significant knowledge of varied organizing and leadership development methodologies, ideally with expertise in movement-building work
- Previous experience as a trainer and developer of organizing trainings
- Significant experience in curriculum design and program overhaul
- The ability to conceptualize issues, design solutions, and effectively implement them
- A minimum of 5 years of supervisory experience, and 2 years senior management
- Exceptional strategic, analytical and critical thinking skills
- Experience with online teaching and learning
- Experience with growing, national organizations and managing organizational change
- Demonstrated commitment to diversity, equity and inclusion work
- Exemplary written and verbal communication skills
- Ability to work in team environment, to delegate, and to support colleagues at all levels of the organization
- Inspired by collective liberation, and the possibility of a different future, with bountiful courage to act despite our imperfect world
- Knowledge of Jewish communities, Jewish organizations, Judaism, and/or Jewish history
- Versed in Microsoft office suite (Word, Excel etc.) and Google Suite (Gmail, Google Drive etc.)

COMPENSATION AND BENEFITS

- 80% covered medical and dental benefits for yourself, spouse and/or children
- 22 Paid Jewish and National Holidays, 2 Floating Holidays
- 12 days paid sick leave annually, and 12 days paid vacation first year
- Eligible for 401(k) retirement plan after one year of service, contributions matched up to 5%
- Fully covered life, short and long-term disability insurance
- Flexible Spending Account
- Option to work in our Boston (Back Bay) office or remotely within continental U.S.
- Communal, mission-driven, and intellectually stimulating work environment
- Salary commensurate with experience and in line with the finances of a small non-profit, from \$70K - \$90K.

HOW TO APPLY

Please email your cover letter and resume to join@eastcoastexecutives.com and indicate your name and "Director of Programs" in the subject line. Due to high volume, only those candidates selected for an interview will be contacted.

JOIN for Justice is an equal opportunity employer. We carefully consider applicants for all positions without regard to race, color, religion, creed, gender identity, sexual orientation, national origin, age, disability, marital or veteran status, or any other legally protected status.