



## **Executive Vice President, Hazon**

As the Jewish lab for sustainability, Hazon is building a movement that strengthens Jewish life and contributes to a more environmentally sustainable world for all.

Hazon has recently successfully completed a strategic plan. Over the next three years, we aim to increase external impact, strengthen internal systems and culture, increase revenues and build reserves. Hazon has a talented and idealistic staff, we have grown steadily for nearly two decades, and we are now poised – we intend and believe – to raise our game, and to help the American Jewish community raise *its* game, in the next phase of our development, as we seek to make a real difference in the world. This is a unique opportunity for someone to play a key role in making that happen.

**We are now looking to hire an outstanding EVP - a number two to the CEO - to manage all ongoing parts of our work, and to maximize our performance.**

This is an exciting and challenging role, offering enormous scope to influence the future of the American Jewish community, and to be a significant force for good in the wider world.

The EVP will oversee operations, programming, and the continued implementation of our strategic plan. The EVP will support ongoing programmatic excellence, develop and maintain effective internal systems, build deeper integration of programs and development, strengthen our PR, marketing and public positioning, and foster a culture of engaged staff who perform with excellence. The EVP will report to and work closely with the CEO and will supervise the senior leadership team.

**Responsibilities include but are not limited to:**

### **Growth, Leadership & Management**

- Directly supervises the senior staff team to ensure the successful implementation of our strategic plan. The senior team includes National Programs, Immersive Programs, Isabella Freedman Operations, Marketing and Communications, HR, Finance, and Fundraising;
- Will have overall responsibility for strengthening all aspects of our organizational culture, working to motivate a geographically-dispersed staff in relation to alignment, professional growth and high performance;

- Works with the CEO and senior staff to develop annual goals for Hazon and to manage implementation;
- Strengthens internal communications, program planning, and collaboration.

### **Strategy, Partnerships & Fundraising**

- Collaborates with the CEO, senior staff, and board to set annual and long-term goals for programmatic and financial growth;
- Works to expand and support fundraising activities by partnering with the CEO and fundraising team on institutional and individual fundraising;
- Works with our marketing and communications team to supervise and strengthen all aspects of Hazon's positioning, in relation to a wide range of stakeholder groups, funders and partners;
- Helps to manage board liaison and building strong and healthy lay/staff partnerships across the organization;
- Works to expand and support revenue-generating activities and partnering at Isabella Freedman.

### **Infrastructure & Operations**

- Oversees the senior leadership team and all aspects of Hazon's day-to-day work;
- Supervises and oversees risk management across all aspects of our work;
- Works with our Finance Director to ensure sound financial management, identifying ways to increase revenues and control costs; developing and analyzing financial reports and working with our staff to develop operating budgets;
- Develops and oversees internal systems including programmatic best practice, financial management, human resources, marketing and communications, operations, and staff culture, ensuring that these systems are designed and implemented to support strategic goals.

### **Who We're Looking For**

*We'd like most of the following skills and abilities - ideally all of them...*

- 10+ years of proven success in a non-profit and/or Jewish organization including overseeing and implementing organizational strategy, growth, and capacity building;
- Outstanding people skills, and in general good judgement. Excellence in staff management with ability to nurture and coach staff; develop and manage high-performing, accountable teams; set and achieve strategic and ambitious objectives; and promote a culture of growth, learning, skill acquisition, and professional development;
- Strong mission-alignment and commitment to Hazon's mission and vision;
- Experience overseeing programs, operations, talent, finance, and fundraising;
- Outstanding communication skills;

- Efficient and effective worker who thrives in a fast-paced, high-energy, creative environment, and who is calm and organized;
- Detail-oriented with the ability to take initiative, organize others, oversee multiple details and logistics and communicate clearly and calmly. Strong supervision skills;
- Excellent time management skills for both short-term and long-term planning;
- Emotional intelligence and a positive outlook on life – strong people skills and the capability of working well with a variety of different types of people;
- Either a strong Jewish background, or the ability to work comfortably and easily across a wide range of the Jewish community;
- Ability to handle calmly and efficiently unanticipated issues of any sort;
- Commitment to the mission and vision of Hazon, and strong mission-alignment;
- Useful specialized skills that would be relevant or helpful include specific experience with finance, legal, HR, marketing, social media, fundraising, leadership development, program development.

**To apply, send resume and cover letter to [evpsearch@hazon.org](mailto:evpsearch@hazon.org).**

Applications will be reviewed on a rolling basis starting August 9th, 2019.

Salary range is \$160-180k, commensurate with experience, and includes a competitive benefits package.

The job is based at Hazon's office in NYC and will involve going to Isabella Freedman Jewish Retreat Center on average once or twice a month, plus some national travel.

For full consideration please apply by August 31st.

Hazon is strongly committed to equal employment opportunities for all individuals. Hazon will make all employment decisions for staff and applicants without unlawful discrimination as to race, creed, color, national origin, gender identity and expression, age, disability, marital status, sexual orientation, alienage, citizenship or any other basis protected by law. This policy applies to all terms and conditions of employment including but not limited to recruiting, hiring, compensation, training and development, benefits, promotion, demotion transfer, discipline or termination. All Hazon staff, regardless of position, are expected to maintain and live up to the true meaning of nondiscrimination.