



## **Chief Program Officer**

Hazon is leading a transformative movement deeply weaving sustainability into the fabric of Jewish life, in order to create a healthier, more sustainable, and equitable world for all.

Hazon is the national umbrella organization leading the Jewish environmental movement, and the largest faith-based environmental organization in the U.S, leading the Jewish response to the climate crisis and working in coalition with other faith and cultural groups as well. Now, Hazon is merging with the strongest Jewish retreat center and JOFEE site in North America, the Pearlstone Campus just outside of Baltimore, creating a stronger organization than ever before to lead the Jewish, Outdoor, Food, Farming and Environmental Education (JOFEE) world and the Jewish environmental movement as a whole.

Hazon's new Chief Program Officer will be responsible for the visioning, inspiration, effective management, integration, and strengthening of all programmatic areas. This full-time position will report to Jakir Manela, CEO.

The CPO will visit our impact hubs throughout the year, including Pearlstone in Baltimore, Isabella Freedman Jewish Retreat Center in Connecticut, and Hazon Detroit in order to support training, systems building, programmatic impact and evaluation, stakeholder engagement, and organizational integration, synergy, and growth. Additional impact hubs may emerge over time as well.

### **Responsibilities include**

- This role will serve as a thought partner to Hazon's CEO and the entire senior team in developing an inspirational vision and devising a strategy to execute on that vision.
- This role is about fulfilling our mission at scale, leading the JOFEE, Jewish environmental, and Jewish climate movements at a national and international scale. That comes in one form as to supervise existing programs, seek to grow them and and seek to unite them into a compelling and cohesive programming portfolio.
  - Existing programs include: Teva, Adamah, Sukkahfest, Shavuot, other Hazon based Jewish holiday retreats, Seal of Sustainability, JYCM, Tiyul Adventure Camp,

Farm & Forest School, Thrive Workshops, Festivals, JOFEE Network Gatherings, Shmita initiatives, Jewish learning & rabbinic outreach, and Israel education.

- Integrate Justice, Equity, Diversity, and Inclusion into everything we do- including multicultural and multifaith partnerships, centering Jews of Color, LGBTQ+, and more.
- Supervision responsibilities: build and supervise a new program org chart, starting with this group of leaders.
  - Pearlstone Program Director
  - Isabella Freedman Program Director
  - Hazon Detroit Director and potentially other regional directors in the future
  - National Programs Director
- Collaborate with CEO, Executive Team, and board members as necessary to craft strategic plans, budgets, and SMART goals for annual and long-term program / engagement goals.
- Help build and lead organizational partnerships with JOFEE organizations as well as mainstream Jewish organizations (JCCs, Federations, day schools, Hillels, etc) seeking to integrate JOFEE, institutional greening, climate activism, and more into their work.
- Work with the CEO and Chief Development Officer to support fundraising efforts, and help ensure programmatic success of fundraising programs/events such as Farm to table meals and bike rides.
- Lead the work in strengthening all aspects of our programming. Continually strengthen our programming through theory of change development and ongoing evaluation.
- Focus on talent: recruitment, training, retention, and culture-building.
- Plan and execute program staff retreats in order to empower and harness the strengths of programmatic staff to put forth successful programs.
- Manage multiple staff and projects, budgets, professional and lay leadership committees and task forces, and more.

## **Qualifications**

The ideal candidate will have:

- Significant management and educational leadership experience and expertise. Ideally, at least five years experience supervising 5+ year-round, full-time staff.
- Experience in building and implementing Theory of Change and evaluation systems.
- Proven track record and demonstrated success in programmatic innovation, and piloting and scaling successful programs- ideally within the world of Jewish Outdoor Food Farming & Environmental Education (JOFEE).
- Either direct or indirect experience working with a fundraising team writing grants, relating to foundations, Jewish federations, and/or individual donors.
- Experience developing and managing budgets of at least \$1 million.

- Success in hiring, training, and retaining talented staff and leading through transitions and growth.
- At least five years of work experience in the Jewish and/or environmental education, including activism, and community organizing.

### **How to Apply**

Frequently cited statistics show that women and underrepresented groups apply to jobs only if they meet 100% of the criteria. Hazon encourages you to break that statistic and apply.

To apply, send resume and cover letter to [jobs@hazon.org](mailto:jobs@hazon.org) with "Chief Program Officer" in the subject line. Applications will be reviewed on a rolling basis starting November 1, 2021.

Salary range is \$120,000-\$150,000, commensurate with experience, including benefits package.

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.