

Position: Executive Director
Location: Flexible (Remote)
Hours: Full-Time



Center for
Jewish Nonviolence

The Organization

Center for Jewish Nonviolence (CJNV) is a small, relatively young organization that focuses on connecting Jewish solidarity activists to Palestinian resistance activities on-the-ground in Israel-Palestine. CJNV was founded in March 2015 in response to a Palestinian family's call to replant olive trees uprooted by the Israeli army. Since then, we have coordinated six delegations bringing diaspora Jewish activists to the region for coresistance and solidarity campaigns, in addition to a three-month activist fellowship in the West Bank.

CJNV's mission is to strengthen and uplift a robust and connected movement of Palestinians, Israelis, and diaspora Jews committed to active shared-resistance against the occupation. During our delegations and campaigns, CJNV brings these communities together in nonviolent civil resistance to the Israeli occupation of the West Bank, East Jerusalem and Gaza. We see ourselves as an important bridge between the solidarity and co-resistance movements on-the-ground in Israel-Palestine and around the world. To that end, our work is rooted in and responsive to on-the-ground realities and connected to global efforts.

We are committed to the use of nonviolent civil resistance in all forms. This includes using proactive or disruptive nonviolence and non-cooperation, existence-is-resistance efforts, and transformative educational experiences.

Our current team has two full-time staff, two part-time staff, and a dozen active volunteers located both in Israel-Palestine, the United States, and across the globe. Find out more about CJNV's work here: cjnv.org.

The Opportunity

CJNV is seeking a visionary leader to steward the organization into its next exciting phases. As our new Executive Director (ED), you will lead the organization toward refined strategic vision, internal solidity, and organizational capacity. In this role, you'll guide strategy for CJNV's projects and activities based in both Israel-Palestine and abroad, as well as our relationship-networking and movement-building. You'll be responsible for overseeing CJNV's growth, program management, personnel, and development. CJNV's next ED will balance the work of big-picture mission alignment and strategy with day-to-day operational oversight and implementation, combining clarity and steadiness of vision with creative adaptability and a collective spirit that will enable and inspire staff and volunteers to take action.

CJNV's work is largely remote. We welcome applications from anywhere in the world, with an expectation that some travel to and within both the United States and Israel-Palestine will be a part of the role.

CJNV is striving towards a staff team that reflects the diversity, intersectional experiences, and backgrounds of our communities. CJNV particularly encourages applications from BIPOC applicants, people with migrant or immigrant backgrounds, women, trans, intersex & non-binary people. CJNV is a Jewish organization and our work functions through a Jewish frame; for that reason, we are looking for someone who has an understanding of Jewish experience—whether that be histories, traditions, context, politics, spirituality, and/or lived experiences—and is able to bring that understanding into this work.

Job Description

Leadership and Management

- Oversee CJNV operations and programming to ensure that CJNV's work is carried out effectively and in alignment with our vision.
- Equitably supervise a dynamic, deeply collaborative team to be effective in their roles, professional growth, and in maintaining a healthy work-life balance.
- Work closely with the Steering Committee to ensure fiscal responsibility and strategic alignment.
- Support the relevant CJNV bodies in navigating internal conflicts, bringing in external support as needed.
- Speak confidently and publicly about CJNV's mission, impact, and vision.

Strategic Vision

- Ensure mission-alignment and uphold [CJNV's values](#) throughout activities and internal systems.
- Lead in a collaborative fashion, steering organizational growth, strategy, and development in a way that actively values and involves various relevant voices and stakeholders and utilizes clear goals and outcomes.
- Hold overall responsibility for achieving, monitoring, and reporting on performance goals in all areas of CJNV's activities.
- Oversee and expand CJNV's communications strategy and presence.

Income Generation and Fundraising

- Working with our part-time fundraiser, staff and fundraising volunteers, expand CJNV's budget and fundraising capacities to support strategic goals and growth in a manner aligned with CJNV's grassroots fundraising model and guiding principles.
- Develop and maintain relationships with major donors, foundations, supporters and potential funders to maximize opportunities for income generation.

Experience and Qualifications

Stewarding CJNV's Mission and Longevity

- Experience with grassroots organizing and understanding of the Israel-Palestine political context—either from experience on-the-ground or abroad—as well as a proven understanding of and/or experience with activism in the Jewish community.
- Demonstrated working understanding of and enthusiasm for CJNV's mission, guiding principles and unique role in the Israel-Palestine activism landscape.
- Demonstrated creativity and vision to imagine organizational and movement growth on a long-term trajectory, while also being attuned to what needs to happen day-to-day.
- Experience in project management through a period of significant growth or reorganization.
- Experience using evaluation processes to ensure mission, vision and values alignment for a project.

Strategic Leadership

- Ability to strategize with a team and within a movement/partnership context.
- Proven experience holding leadership, assessing and negotiating risk-involved activism and organizational work (i.e., NVDA, state-violence, remote regions, and general violence).
- Leadership experience in social justice work across different privileges, cultures, and identities.

Cultivating Partnerships

- Experience navigating the challenges and opportunities of relationship-building, solidarity work, and joint struggle between individuals and communities of different positionalities, privileges, and access to power.

- Commitment to CJNV's impact within and as a part of a wider Jewish, Palestinian, and Israeli movement of different anti-Occupation and Palestinian solidarity organizations and actors.
- Comfort and/or familiarity communicating in Jewish spaces about Israel-Palestine, as well as organizing within the diaspora Jewish community.

Team Management

- At least 3 years experience supervising others in a supportive, empowering manner with appreciation for identity and individuality.
- Demonstrated commitment to modeling leadership by asking for help when needed, monitoring workload and maintaining healthy work-life boundaries.
- Experience upholding an organizational culture of respectful, mutual feedback.

Financial Management

- Proven experience fundraising for an organization and raising at least \$25,000 through individual giving, grant funding, and/or crowdfunding.
- Experience reading, reviewing, and presenting budgets, ideally for budgets exceeding \$200,000.
- Experience in strategic leadership for budget creation and implementation processes.

General

- 5-7 years experience working, volunteering, and/or holding leadership in justice-focused organizations
- Excellent organizational skills & proven ability to manage multiple, deadline-specific assignments with accuracy and attention to detail
- Excellent English writing, editing, and verbal communication skills
- Ability to think and work flexibly, including working remotely across multiple time zones and irregular hours. Ability to adapt to rapidly changing circumstances, externally and internally to CJNV.
- Computer proficiency including video-conference and online collaborative tools, Google Drive, Excel, PowerPoint, social media, and Salesforce

Compensation and Hours

This is a full-time, remote position with a variable working schedule that will accommodate US, European and Israel-Palestine time zones. Annual salary is \$67,000. Benefits include generous and flexible time off policy, including unlimited sick time and all local and major Jewish holidays, as well as health insurance. CJNV is fiscally sponsored by Nonviolence International, a 501(c)3 registered in Washington, D.C. Full-time employees will be eligible for all accordant benefits offered by Nonviolence International.

CJNV is an equal opportunity employer and is committed to creating a workplace free from discrimination. No one will be denied opportunities or benefits based on age, color, race, sex, national origin, religion, marital status, sexual orientation, gender identity, gender expression, political belief, or disability, either visible or invisible. People of all backgrounds, particularly people of color and trans/gender-expansive individuals, are encouraged to apply.

To express interest, please [fill out this Google Form](#) which will ask you to submit a resume and respond to a few application questions. These questions are in place of a cover letter. Applications are due by 5pm US Central Standard Time on December 17th, 2021. The intended start date for this position is April 11th, 2022.