

**MINNEAPOLIS JEWISH FEDERATION
CEO EXECUTIVE SEARCH
POSITION DESCRIPTION**

SUMMARY

The Minneapolis Jewish Federation is seeking a strategic executive with strong fundraising, business leadership and personnel management skills to serve as its CEO. He or she will solidify and expand on the 80-year mission of the organization, the relationships with partner agencies and the nurturing and development of the local Jewish community.

BACKGROUND

The mission of the Minneapolis Jewish Federation is to build community, care for the welfare of Jews everywhere and maximize participation in Jewish life. For more than 80 years, the Minneapolis Jewish Federation has worked locally to build a vibrant, inclusive and supportive Jewish community. We have also worked with people and partners across the globe to nurture Jewish life and learning, help those in need and build connections with Israel and Jews around the world. The mission incorporates creating a community of shared responsibility, engaging the next generation in Jewish life, strengthening our connection to Israel and Jewish peoplehood, broadening leadership excellence, and enhancing and deepening the commitment to Jewish philanthropy.

The Federation partners with a broad network of 21 partner organizations that share our values and priorities. There are 8 thriving synagogues representing diverse choices for a rich Jewish life. The community is home to a Jewish campus, which houses the JCC, the community day school and a community afternoon school. A separate highly successful Jewish Community Relations Council represents the community and government relations issues for the entire state. The Federation also maintains an active Israel Center as well as Rimon: the Minnesota Jewish Arts Council. Additionally, Minneapolis and its sister city across the river, St. Paul, partner in several communal endeavors.

The Minneapolis Jewish Federation raised approximately \$8.8 million in its most recent unrestricted annual campaign with an additional \$800,000 in designated giving. Its Foundation, the Minneapolis Jewish Foundation, currently has assets of \$100 million. With a Jewish population of approximately 30,000 and a deeply committed donor and volunteer base, Minneapolis offers a strong Jewish infrastructure.

For more information, please see the Federation's website: www.jewishminneapolis.org.

POSITION SPECIFICATIONS

The Minneapolis Jewish Federation is seeking an executive who will build on the community's tradition of innovation, commitment and high per capita giving to help shape the future of the organization and the Jewish community. The CEO must be able to strategically examine the Minneapolis Federation's own policies and structure as well as those of its partners from the standpoint of mission, community success and financial operations. The successful candidate will have the passion and ability to lead/participate in the articulation of a vision for an evolving role and message of the Minneapolis Federation.

The CEO will build and nourish trusted relationships, respecting tradition while recognizing when change is needed. Inspiring trust through open and transparent interactions, the new executive will work closely with the Board, partner agencies and synagogues to drive shared goals. A strong people manager, the CEO will assess and develop the existing staff and promote teamwork. This professional leader will oversee a staff of approximately 30 with an executive team of 5, creating metrics, protocols and accountability for all. He/she will oversee staff and volunteer collaboration, enabling the organization to attract and engage new volunteers to grow into leadership roles. The CEO must be an effective communicator and fundraiser,

able to inspire the community regarding the Federation's mission and the concept and benefits of Federated giving. The CEO must ultimately drive strong fundraising success by personal engagement with identified and as of yet unidentified donors.

The CEO reports to the Federation President and is accountable to the Board of Directors and its Executive Committee.

POSITION REQUIREMENTS

In each of the following areas, the successful candidate will:

Strategy

- Communicate a compelling vision for the Minneapolis Federation's role in the local Jewish community and translate the vision and mission into objectives, strategies, activities and deliverables in ways that capture the imagination of a broad community constituency.

Business Leadership and Management Skills

- Demonstrate confidence and proficiency in managing a complex organization under changing conditions, applying business and fiscal skills to managing a large multi-faceted non-profit.
- Deploy and manage human resources effectively. Set clear objectives, emphasize accountability, and communicate effectively. Create a work environment that encourages, attracts and retains talent.
- Balance the expectations of multiple constituencies, engaging those constituencies in an effective manner.
- Possess change management skills and experience in organizational turnarounds. Identify, lead and manage necessary change after strategic evaluation of priorities, approaches and outcomes. Act with care and sensitivity to respect tradition while also guiding transformation.

Fundraising Skills

- Set the strategic direction for the Federation's financial resource development activities.
- Be a successful fundraiser by engaging directly with donors and determining appropriate fundraising strategies for various donor types, including the next generation of Jewish philanthropists. Be attuned to donor interests and concerns and work closely and creatively with those individuals to fulfill their philanthropic desires and align them with the community priorities.
- Identify new donors and develop strategies to engage them.
- Bring a track record of personal successful fundraising accomplishments.

Community Engagement

- Build personal and trusted relationships with major donors, volunteer leaders, stakeholders, federation professionals, key agency leadership and rabbinic and civic leaders.
- Articulate and demonstrate passion for Federation's mission. Serve as a dynamic spokesperson.
- Understand the complexities of the Jewish community at home, in Israel and throughout the world.

Marketing and Communications

- Initiate and maintain a strong communications program to all constituents in the community, providing honest and transparent updates and messaging.

- Oversee the creation of overall messaging and marketing campaigns for the Minneapolis Federation for use on the web, in print and via social media that will bring greater awareness of the objectives, activities and benefits of working with, volunteering with, and donating to the Federation.

Personal

- Possess a Bachelor's or a more advanced degree
- Bring proven strategic leadership and management experience, whether in the business, government, academic or non-profit sectors.
- Have a successful track record of working with a Board and understand the volunteer-professional partnership.
- Demonstrate strength of conviction and willingness to compromise, always able to bring an open mind.
- Demonstrate a proven record of collaboration and teamwork and the ability to work with multiple types of personalities.
- Demonstrate productivity, multi-tasking skills, and an understanding for maximizing efficiency.
- Possess the ability to make, execute, and communicate difficult decisions.

COMPENSATION

A highly competitive package, consisting of a base salary and a variety of incremental perks will be assembled commensurate with the successful candidate's experience.

CONTACT

Interested individuals should submit a cover letter and resume to search@jewishminneapolis.org.