



A V O D A H

Sparkling Jewish Leaders, Igniting Social Change

New York Justice Fellowship Director

Location: New York, NY

Description: Part time, 20 hours per week

Start Date: August 2023

Pay: \$32,000-\$36,000 annually for half-time work

Avodah believes that Jewish leaders have the power to help change our country for the better. For the past 25 years, Avodah has built a vast network of Jewish leaders who have come through our programs and now lead communities across the country, created a robust educational curriculum with which we have reached tens of thousands in the broader community, and developed an unparalleled analysis of social justice issues through a Jewish lens.

We train and support emerging and current leaders with the tools, knowledge, and networks they need to contribute their skills and passion to advancing social justice across the country and deepen the fabric of our diverse Jewish communities. Avodah's [Jewish Service Corps](#), [Justice Fellowship](#), [Alumni Network](#), and [Institute for Social Change](#) have sparked thousands of Jewish leaders to do justice work, added millions of dollars in critical staff capacity to anti-poverty organizations, and helped strengthen Jewish life in the United States.

Position Overview:

The New York Justice Fellowship Director will help relaunch Avodah's Justice Fellowship in NYC, which has been on pause since 2020. The Justice Fellowship is a unique learning experience, rooted in Avodah's years of empowering change-makers with systemic analysis, leadership skills, burnout inoculation, Jewish depth and a robust communal network. Through workshops, dialogues, retreats, coaching, peer-mentoring, project-based learning, and community events, the program seeks to grow Jewish leadership for social justice. The Justice Fellowship Director will oversee all aspects of the Fellowship, from recruiting and outreach (in collaboration with the national recruitment team), to program planning and facilitation, to individual coaching and support of Justice Fellows.

Specific responsibilities may include:

- Implement and serve as lead staff person on all aspects of in-person programming (roughly 3 programs per month, including 3 retreats over the course of the Fellowship term). This will often include direct facilitation and teaching work, and will also include collaboration with outside speakers, collaboration with Fellows, and handling the logistics of the programs;

- Provide resources and mentorship to Fellows related to their work, community-building, leadership development and Jewish identity;
- Work with fellows on specific leadership skill-building projects; and
- With support and guidance from the Recruitment team, manage outreach and recruitment for new Fellows, including executing on the application, interview and selection process.

About you:

We are looking for candidates who have at least 5 years of relevant experience, as well the skills and competencies listed below. We know that systemic inequities in hiring have caused people from historically marginalized groups to only apply to jobs if they meet 100% of the qualifications. We encourage you to break this statistic and apply, as no one ever meets 100% of the qualifications. We look forward to your application.

- **You are an experienced educator and facilitator** who can translate our curriculum into an excellent program on the ground and create innovative programs where you see a need.
- **You build strong relationships and support the creation of strong communities.** You can mentor and guide young adults in developing their own leadership and building relationships. You're skilled at conducting outreach to prospective applicants and communities, and bringing people in.
- **You have a deep knowledge of our key content areas including:** anti-racism and anti-oppression frameworks; domestic poverty and social justice issues; the range and diversity of Jewish identity and practice; and leadership development for young adults.
- **You are committed to integrating social justice activism and Jewish life.**
- **You are accountable for your own work and are a strong project manager.** You juggle competing demands, prioritize with ease, and are efficient with your time. You are comfortable with deadlines.
- **You are able to work evenings and weekends.**

What we offer:

- **Healthcare:** 50% employer paid medical, dental, and disability insurance
- **Time off:** Vacation days (starting at 15 per year for full time staff, prorated for this role, and increasing with paid employment) and sick time (12 per year, prorated for this role), plus paid time off for Jewish and secular holidays
- **Generous paid parental leave policy**
- **Flexible spending account options**
- **Retirement savings plan** with an employer contribution after 90 days of employment
- **A flexible work schedule**
- **Professional development funds** and opportunities to learn and grow
- **A strong organizational culture** and supportive team with employee well-being prioritized, and significant flexibility

- **Commitment to creating a diverse and inclusive workplace** that enables everyone to bring their full self to work and make a positive impact on the world
- **Being part of a passionate team** of people who are devoted to Avodah's mission

This position is included in a union-represented collective bargaining unit, and specific terms and conditions of employment may be subject to a future Collective Bargaining Agreement.

Location: This position is based out of NYC and is expected to regularly work in person in NYC with our participants.

TO APPLY:

Please click [this link](#) to apply. Due to the volume of applications, we are only able to respond to those applicants granted an interview. Applications will be accepted until a hire is made and interviews will be set up on a rolling basis. Please direct any questions to jobs@avodah.net.

Creating a more just world is a core part of our mission, and Avodah is working to continually strengthen our efforts towards equity and inclusion in the workplace. We strive to build a diverse team that brings with them a variety of identities, backgrounds, perspectives, and skills. Sephardic and Mizrahi Jews, people of color, women, people with disabilities, immigrants, LGBTQIA people, and people who come from poor or working-class backgrounds are strongly encouraged to apply. Avodah is an equal opportunity employer.