



Noam Masorti Youth – Director

We are searching for a new Director of Noam Masorti Youth. Noam is the Zionist youth movement of Masorti Judaism and has been empowering young people to learn and lead for over 30 years. Our aim is to give young people powerful Jewish educational experiences, inspiring them to be involved with Masorti Judaism and Israel, and developing them as leaders within and beyond the Jewish community.

Reporting to Masorti Judaism's Chief Executive, Rachel Sklan, and our Board of Trustees, the Noam Director will be responsible for:

- Developing a long-term strategic plan for Noam and ensuring all programmes are delivered on-budget, in a timely manner, and in line with the movement's vision and ethos
- Overseeing a comprehensive programme of events, including synagogue youth clubs and residentials, summer camps, Israel tours and gap year programmes
- Managing risk and ensuring compliance on safeguarding, health and safety, and data protection
- Designing Noam's annual budget and managing the movement's finances
- Overseeing and delivering income generation for Noam, including project managing two annual fundraising events, managing donor relationships with individual donors, preparing and submitting grant applications, and managing live grants
- Empowering and supporting a sabbatical team of movement workers and volunteers
- Developing partnerships with Masorti community leaders

Who are we?

Masorti Judaism is a community development, leadership training and youth work charity, serving as the umbrella organisation for a network of Jewish communities in London and across the UK. We enable our teams of rabbis, community leaders and youth workers to support over 6000 community members and young people. We are a dynamic, growing charity led by a 15-strong team.

Why work for Masorti Judaism?

You will be a valued part of a dynamic, growing organisation and will have the opportunity to achieve strategic impact, changing the lives of hundreds of young people. Our culture offers a genuinely flexible and family-friendly environment. We prioritise building positive relationships amongst colleagues and will make your professional development a priority through funded training opportunities.

Key Terms

Hours: Candidates are invited to apply for a full-time or a part-time (minimum 3 days a week) position. Evening and weekend work are integral to the role, based mainly at the Noam office in North London and occasionally at residential camp sites.

Salary: £36-41K depending on experience FTE plus genuine flexibility and a generous benefits package.

Location: Our office is based in Finchley Central, just a couple of minutes' walk from the Tube station

Reporting to: Rachel Sklan, Masorti Judaism's Chief Executive

To view a full job description and person specification go to: www.masorti.org.uk/about/jobs/

For more information or a confidential chat about the role please contact Rachel Sklan at rachel@masorti.org.uk.

To apply, please send your CV and covering letter to admin@masorti.org.uk by midnight on Wednesday 13th March 2024. First interviews are scheduled to take place on 21st March 2024.

Noam Masorti Youth - Director

Job Description

Responsibilities:

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Reporting line:

The Noam director will report to the Chief Executive. They will also report to the Masorti Board of Trustees.

Duties:

- Strategy and governance
- Work with staff, trustees and volunteers to prepare a strategic plan and annual budget for Noam
- Ensure implementation of the strategic plan and evaluate its impact
- Set and implement recruitment targets and strategies for all Noam events
- Work with the Chief Executive, other staff, trustees and outside experts to develop and implement appropriate policies and procedures for all Noam programmes, including but not restricted to safeguarding, health and safety and data protection
- Report regularly to the Chief Executive, the Board of Trustees and attend board, finance subcommittee and other relevant meetings
- Ensure effective recruitment to key leadership positions on residential camps and participation on Noam's Gap Year programme to facilitate optimum future professional leadership within the Movement

Leadership and team management

- Facilitating an annual recruitment process for the Noam sabbatical movement work team and ensuring all positions are filled with suitable candidates
- Line-managing the sabbatical Noam mazkir/a (Director)
- Project-managing rabbinical and educational staff on Noam programmes
- Ensuring that all staff and volunteers receive appropriate in-service training
- Providing regular mentoring for all movement workers
- Building relationships with young potential leaders, creating development plans for them, and supporting them to take on senior leadership positions
- Develop relationships with synagogue lay leaders, rabbis and staff to support local Noam programming

Operations

- Supporting the movement workers to develop a year-round programme of activities, including Israel programmes, residential summer and winter camps, weekly leadership training programmes and local community youth programming.
- Overseeing the running of all Noam programmes, including summer camps, long- and short-term Israel programmes, other residential events and all non-residential programming
- Ensuring all programmes have up to date risk registers and all required policies and procedures in place
- Ensuring that all educational programming and messaging is compatible with the organisation's charitable objects and the movement's ideology, vision and goals
- Maintaining long-term relationships with Masorti communities, suppliers, commercial and charitable partners

Finance and fundraising

- Building an annual budget for approval by the Chief Executive and Trustees
- Ensuring Noam operates within the approved budget and providing regular, accurate financial reporting
- Designing and implementing a Noam fundraising strategy including events, appeals, and applications to charitable trusts and foundations
- Assisting Masorti Judaism's major donor fundraising campaign, including the identification and cultivation of potential donors in partnership with the Chief Executive
- Maintaining ongoing relationships with key institutional funders

Person specification

The successful candidate will be able to demonstrate:

Experience of

- Developing and delivering successful projects and events, including residential, informal educational and recreational activities for young people, as well as fundraising and information activities for adults
- Team leadership and management
- Community organising, training, education and/or youthwork
- Jewish youth movements or organisations
- Budgeting and financial management
- Fundraising, particularly trusts/foundations
- Managing a range of stakeholders eg. Trustees, parents of participants and contacts at partner organisations

Knowledge of

- Safeguarding and child protection
- Other legal, regulatory and best practice standards relevant to work with young people
- Jewish belief, practice and culture
- Israeli history and society (desirable)
- The UK Jewish community and the Jewish world (desirable)
- Interpersonal conflict resolution (desirable)

Skills

- Project planning, management and delivery
- Leading people – including management and delegation skills
- Coaching and group facilitation
- Networking and relationship building
- Clear written and oral presentation skills
- Trust and foundation fundraising (desirable)

Values and attitudes – commitment to

- Empowering young people and facilitating independent decision-making
- Jewish community, Jewish education and Israel education, in the spirit of Masorti Judaism
- Pluralism, diversity, equality and inclusion
- Informal, adaptive, flexible working
- Learning and professional development in self and others

- Financial inclusion of participants

Masorti Judaism is committed to equality, diversity and inclusion and welcomes applications from all suitably qualified candidates.