



## Director of Noam and Marom – Masorti Youth

Masorti Judaism is the umbrella organisation for a network of 14 Jewish communities with a combined membership of over 4,500 people. We are a registered charity with an annual income of nearly £1.5m and a staff team of 10 people.

Our purpose is to develop flourishing Masorti communities, rooted in traditional practice and modern values, where people can find meaning by connecting to Judaism and to each other. With a dynamic strategy to grow existing communities and build new ones, support young people, nurture Jewish innovation, and promote our ideas, including through the work of our Senior Rabbi, this is a very exciting time to join the team.

We are searching for a new Director of Noam and Marom – Masorti Youth ('Noam Director'). Noam is the Zionist youth movement of Masorti Judaism and has been empowering young people to learn and lead for over 30 years. Marom serves young adults of university age. Noam and Marom give young people powerful Jewish educational experiences, inspiring them to be involved with Masorti Judaism and Israel. The heart of Noam and Marom is the development of young people as leaders able to lead their peers.

Reporting to Masorti Judaism's Director of Communities, the Noam Director will provide strategic leadership and high-level coordination for Noam and Marom, ensuring they continue to thrive and deliver high quality, impactful programming for young people. The postholder will support its long-term planning, financial management, safeguarding practice, and operational delivery. They will oversee a broad range of activities – from weekly youth clubs at Masorti communities to major residential, summer camps, Israel tours, and gap-year experiences – ensuring each is delivered safely, professionally, and in line with Noam's values and ethos.

Alongside this, the role involves driving fundraising efforts, maintaining strong stakeholder relationships, and delivering effective, engaging communications. The postholder will work closely with donors, parents, community leaders, and partner organisations, while managing teams of movement workers and volunteers to create meaningful, youth-led educational experiences and leadership development. At its heart, this role supports Noam and Marom to remain dynamic, thoughtful, and inspiring spaces where young people can grow, lead, and shape their own Masorti community.

Candidates are invited to apply on the basis of a full-time or a part-time (minimum 3 days a week) position. Evening and weekend work are an integral part of the role which is based predominantly at the Noam office in North London and occasionally at residential camp sites.

**Salary:** FTE £40-45K depending on experience

**Benefits:** Pension with 5% employer's contribution, 20 days holiday a year (pro rata) plus Jewish and public holidays, life/incapacity insurance after 1 year, generous maternity/paternity benefits after 2 years in post and genuine flexibility. We also offer significant staff discounts to all Noam – Masorti Youth programmes and summer camps.

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

*For more information or a confidential chat about the role please contact Martha Limburg at [martha@masorti.org.uk](mailto:martha@masorti.org.uk) or 020 8349 6650.*

*To apply, please send your CV and covering letter to [admin@masorti.org.uk](mailto:admin@masorti.org.uk) by midnight on Sunday 26<sup>th</sup> April 2026.*

First interviews are scheduled to take place on 5<sup>th</sup> May, with second interviews for those invited to the next stage on 8<sup>th</sup> of May

## Job Description

### Responsibilities:

1. 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
2. Overseeing a comprehensive programme of events, including synagogue youth clubs and residentials, summer camps, Israel tours and gap year programmes
3. Managing risk and ensuring compliance on safeguarding, health and safety, and data protection
4. Designing Noam's annual budget and managing the movement's finances
5. 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
6. Empowering and supporting a team of movement workers and volunteers
7. Managing stakeholders and building relationships, including Masorti community leaders, parents, Jewish community bodies in the UK and internationally, and vendors
8. Delivering a comprehensive communications strategy that engages all stakeholders

### Reporting line and support structure:

The Noam Director will report directly to the Director of Communities, and will receive support and guidance from the Senior Leadership Team and the Head of Fundraising and Events Programming, as well as an external mentor, if appropriate. S/he/they will also be accountable to the Masorti Board of Trustees.

### Duties:

- a. **Strategy and governance**
  - Devise a long-term strategy, that is financially sustainable, for Noam and Marom ensuring it is co-created with key stakeholders, Noam movement workers, parents and trustees.
  - Oversee implementation of the strategic plan, ensuring all programmes are delivered on-budget, in a timely manner and in line with the movement's vision and ethos
  - Create a robust evaluation plan for activities that is proportional and effective in reporting to funders, trustees and other stakeholders
  - Develop new programming that serves the needs of young people in the Masorti Judaism, in conjunction with Noam/Marom and Masorti communities
  - Set and oversee the delivery of recruitment strategies for all Noam events ensuring they reach their targets
  - Work with the Senior Leadership Team, other staff, trustees and outside experts to evaluate, develop and implement a comprehensive set of policies and procedures for all Noam/Marom programmes, including but not restricted to safeguarding, health and safety and data protection

- Undertake an annual policy and procedures review making use of UK regulations and best practice
  - Act as the Designated Safeguarding Lead for Noam and Marom and ensure that all Noam/Marom activities are safe and meet UK delivery standards.
  - Keep abreast of legal and best practice requirements in Safeguarding and Child Protection, and ensure these are followed at all Noam/Marom events
  - Report regularly to the Director of Communities against targets
  - Attend and contribute positively to Trustee Board, finance subcommittee and other relevant meetings
  - Act as the spokesperson and ambassador for young people in Masorti Judaism, ensuring their voice is amplified across our communities
- b. Leadership and team management**
- Facilitate an annual recruitment process for the Noam sabbatical movement work team and ensuring all positions are filled with suitable candidates
  - Line-managing the Noam mazkir/a (Director)
  - Provide regular mentoring for all movement workers
  - Ensure that all staff and volunteers receive appropriate in-service training
  - Project-manage rabbinical and educational staff on Noam programmes
  - 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
  - Actively engage in succession planning to safeguard the future leadership of the movement, including recruiting to senior leadership positions on Noam's residential camps and participants in Noam's Gap Year programme
- c. Operations**
- Collaborate with the movement workers on the development of a year-round programme of activities, including Israel programmes, residential summer and winter camps, weekly leadership training programmes, local community youth programming and Marom activities on campuses, and overseeing their delivery.
  - Support on the strategy and delivery of programming for Noam/Marom Alumni
  - Ensuring that all educational programming and messaging is compatible with the organisation's charitable objects and the movement's ideology, vision and goals
  - Lead the movement workers on the co-creation of a comprehensive annual communications strategy that engages stakeholders including parents, participants and alumni
  - Maintain long-term relationships with stakeholders, including Masorti community leaders, parents, UJIA, and other Jewish community bodies in the UK and internationally
  - Ensure Noam has good relations with all suppliers and is able to create value from those suppliers
- d. Finance and Fundraising**
- Build an annual budget for approval by the Senior Leadership Team and Trustees
  - Ensure Noam operates within the approved budget, and provide regular, accurate financial reporting

- Design and implement a Noam fundraising strategy including events, appeals, and applications to charitable trusts and foundations
- Assist Masorti Judaism's major donor fundraising campaign, including the identification and cultivation of potential donors in partnership with the Head of Fundraising and Events Programming
- Maintaining ongoing relationships with key institutional funders

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## Person specification

*The successful candidate will be able to demonstrate:*

- a. **Essential experience of:**
  - Developing, managing and delivering successful projects and events,
  - Working with plans to create targets and holding others to account
  - Managing entry level employees successfully
  - Developing young people as leaders
  - Creating and delivering effective training activities
  - Managing budgets and keeping expenditure under control
  - Creating communications plans for diverse stakeholders
  - Managing a range of stakeholders e.g. Trustees, parents of participants and contacts at partner organisations
  
- b. **Desirable experience of:**
  - Mobilising young people through “community organising” work
  - Working for or with Jewish youth movements or organisations
  - Acting with responsibility for Safeguarding
  - Building curricula and educational programmes
  - Fundraising, particularly trusts/foundations
  
- c. **Knowledge of:**
  - Jewish belief, practice and culture
  - Project management principles
  - Safeguarding and child protection (desirable)
  - Other legal, regulatory and best practice standards relevant to work with young people (desirable)
  - Interpersonal conflict resolution
  - The UK Jewish community and the Jewish world (desirable)
  - Israeli history and society (desirable)
  
- d. **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)
  
- e. **Values and attitudes – Evidence of a 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