

POSITION OPPORTUNITY

Executive Director of the Center for Talent Development

SHAPE THE FUTURE OF LEADERSHIP

JCC Association of North America is seeking an exceptional **Executive Director of the Center for Talent Development** to build and lead a bold new initiative focused on developing outstanding leaders and strengthening organizations across the JCC Movement.

This is a rare opportunity for an accomplished leader in **leadership development, organizational development, talent strategy, executive education, or organizational transformation** to create something with lasting impact.

As part of JCC Association's *Chazon: Vision 2030* Strategic Framework, the new Center for Talent Development represents a significant investment in the people and leadership capabilities that will shape the future of JCCs and JCC Camps across North America.

The Executive Director will have the mandate and opportunity to **build the Center from the ground up**: setting its vision and strategy, designing an integrated leadership development ecosystem, recruiting a high-performing team, developing innovative programs and partnerships, and creating measurable impact across a large and diverse network of organizations.





The Opportunity

Reporting to the CEO and serving on JCC Association's executive leadership team, the Executive Director will lead a comprehensive approach to developing professional and volunteer leaders throughout their leadership journeys.

The Center's portfolio will span **executive development and onboarding, emerging leader programs, executive coaching, board development, succession planning, organizational consulting, executive education, peer learning, instructional design, conferences, and leadership innovation.**

This is both a **leadership development and organizational development role.** The Executive Director will work closely with CEOs, senior executives, board leaders, and other stakeholders to strengthen leadership pipelines, organizational effectiveness, talent strategy, and long-term institutional capacity.

The successful candidate will:

- **Build and lead the Center for Talent Development**, establishing its strategy, operating model, educational philosophy, organizational structure, and culture.
- **Create an integrated leadership ecosystem** that identifies, develops, connects, and retains exceptional professional and volunteer leaders.
- **Advance leadership and organizational development excellence** through innovative executive education, coaching, mentoring, peer learning, succession planning, board development, and organizational consulting.
- **Serve as a trusted advisor** to CEOs, executives, and board leaders on leadership effectiveness, executive transitions, workforce planning, talent strategy, and organizational change.
- **Build and inspire a high-performing team**, ultimately including three senior leaders and more than ten professionals.
- **Lead major learning and leadership experiences**, including JCC Association's primary professional and volunteer leadership conferences.
- **Integrate Jewish learning and values** into a contemporary approach to leadership development.
- **Build strategic partnerships** with universities, foundations, leadership experts, coaches, and other institutions while establishing meaningful measures of impact.
- **Guide educational technology decisions**, including instructional design strategy and implementation.





Who We're Looking For

We are looking for a **visionary builder, sophisticated organizational leader, and developer of people** who knows how to turn ambitious ideas into enduring systems and measurable results.

Strong candidates may come from the nonprofit, corporate, consulting, higher education, healthcare, military, or other complex organizational environments. They may currently serve as a Chief Learning Officer, Head of Leadership Development, Vice President of Talent or Organizational Development, executive education leader, senior human capital executive, or partner in a leadership or organizational consulting firm.

Candidates should bring significant experience in several of the following areas:

- Leadership and executive development
- Organizational development and transformation
- Talent and succession strategy
- Executive education and adult learning
- Instructional design and technology leadership
- Organizational consulting and coaching
- Building and scaling high-impact programs
- Advising senior executives and boards
- Navigating complex, multi-stakeholder organizations
- Translating strategy into measurable organizational results

The ideal candidate combines **big-picture vision with exceptional execution**. They are intellectually curious, collaborative, entrepreneurial, emotionally intelligent, and deeply committed to helping people and organizations reach their potential.

Experience in the Jewish communal sector is welcome but not required. What is essential is genuine enthusiasm for JCC Association's mission, an appreciation for Jewish values and learning, and a desire to apply exceptional leadership and organizational development expertise to work with meaningful social impact.

About JCC Association & the JCC Movement

From its New York headquarters, the organization strengthens and supports JCCs and JCC Camps across North America through professional development, consultation, research, and convenings. JCC Association also serves as the organizing body for signature initiatives including the JWB Jewish Chaplains Council®, JCC Maccabi Games®, the Mandel Center for Jewish Education, JCC Association Center for Israel Engagement, the Sheva Center for Innovation in Early Childhood Jewish Education and Engagement, and continental leadership conferences.

The JCC Movement is the largest platform for Jewish engagement in North America, comprising nearly 150 JCCs and Camps, and 183 Early Learning Centers. Together, JCCs engage more than 1.5 million people each week, employ more than 55,000 staff, and serve as welcoming, inclusive hubs for Jewish life, learning, culture, wellness, and community connection.





A Transformational Organizational Moment

JCC Association is in an important period of growth and transformation. Through its *Chazon: Vision 2030* initiative, JCC Association is making significant investments in the people, capabilities, and infrastructure needed to better serve JCCs and JCC Camps and strengthen the JCC Movement for the future through three new **Centers of Excellence**:

The **Center for Talent Development**, dedicated to building leadership pipelines, supporting professionals and lay leaders, and significantly expanding training and development opportunities. In addition to all leadership development and support, this center includes JCC Association's Sheva Center for Innovation in Early Childhood Jewish Education and Engagement.

The **Center for Jewish Peoplehood**, focused on strengthening Jewish connection, identity, and pluralistic engagement across diverse communities.

The **Center for Innovation and Impact**, serving as a hub for research, data, program evaluation, and innovation, helping JCCs and JCC Camps measure effectiveness, respond to emerging trends, and scale best practices across the JCC Movement.

These centers are designed to work in close partnership, leveraging data, professional expertise, and shared learning to better support individual JCCs and the communities they serve. The restructuring is accompanied by expected organizational growth, expanded staffing, and new initiatives that strengthen JCC Association's role as a strategic partner, convener, and national thought leader.

For a leader passionate about **developing people, strengthening organizations, and building something that can influence an entire field**, the opportunity is extraordinary.



Compensation & Benefits

Compensation will be commensurate with experience, with a range of **\$320,000 – \$350,000**. A comprehensive benefits package is offered, including health, retirement contributions, paid time off, and professional development support.

Location

Candidates based in or willing to relocate to the New York City area are preferred. JCC Association currently works on site Tuesday through Thursday, with remote work available Monday and Friday. Regular travel throughout North America is required.

How to Apply

EMD Consulting Group is proud to partner with JCC Association on this search. Applications will be reviewed on a rolling basis with early interest encouraged. Please submit a resume and cover letter with "JCCA ED Talent" in the subject line to search@emdconsulting.com no later than **September 18, 2026**.

