

# Position Specification

**SRE Network**  
Executive Director

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# Our Client – SRE Network (1 of 2)

SRE Network promotes Jewish workplaces and communal spaces in becoming safe, respectful, and equitable through network building, resource sharing, and community investments. Launched in March 2018, today they are a Jewish network of over 175 organizations across North America rooted in a shared commitment to safety, respect, and equity for all. The organization inspires meaningful change in workplaces and communal spaces by bringing people together to address gender-based harassment, discrimination, and inequity.

SRE Network is a network, convener, thought leader, and grant maker. They are known for their [Standards for Creating Safe, Respectful and Equitable Jewish Workplaces and Communal Spaces](#), which network members agree to implement over time. SRE Network's annual convening engages nearly 200 professionals across North America, including funders and CEOs of Jewish organizations, in two days of learning, with additional programming offered throughout the year.

They also serve as a multiplier through their community investments portfolio, which encompasses both grantmaking and investments in gender equity work and fostering safe, respectful, and equitable Jewish workplaces and communal spaces at large, awarding approximately \$1M in new grants per year. To date, SRE Network has awarded over \$6M in grants to dozens of initiatives and organizations. ([Click here](#) to see their community investments to date.)



# Our Client – SRE Network (2 of 2)



**safety respect equity**

In December 2022, SRE Network launched their first ever strategic planning process, which concluded in August 2023 and provides a roadmap for their work over the next 3 years of growth (2024-2026). The [Executive Summary of the Strategic Plan](#) can be found online. Today, SRE Network currently operates as a fiscally sponsored project of New Venture Fund and is a fully remote organization led by five staff members who are based throughout the U.S., as well as additional topic-area advisors and consultants. SRE Network’s six-person Advisory Board is composed of communal leaders, and their work is supported by a dozen Jewish foundations.

Nearing their six-year anniversary, SRE Network is at an exciting inflection point. They are seeking an Executive Director to propel the organization forward and lead in pursuit of their vision of a Jewish communal landscape that is safe, respectful, and equitable, where people are free from abuse, engage one another with dignity, and are treated fairly. This is an exciting opportunity for a leader who is committed to advancing gender equity, women’s leadership, creating healthy workplaces in the Jewish community, and who embraces the opportunity to take a growing organization to the next level of impact.

To read more about the organization, please visit <https://srenetwork.org/>.



# The Role

The Executive Director of SRE Network will work with the Advisory Board, team members, funders, and network members to drive the organization's strategy through network building, resource sharing, and community investments.

## Specific responsibilities of the Executive Director include:

- **Strategy and Vision:** The Executive Director will be responsible for overseeing the organization's strategic direction and continuing to implement the new strategic plan, while leading the organization's long-term vision as the Jewish communal landscape continues to shift and responds to emerging needs and changes. They will provide a strong emphasis on supporting and promoting the work of the safety, respect, and equity field and offering a robust value proposition to current and prospective network members and funders.
- **Team Leadership:** The Executive Director will lead, inspire, and motivate the team in a manner such that SRE Network serves as a model organization to the field on issues of safety, respect, and equity. They will oversee the financial, administrative, media and publicity, membership engagement, and programmatic activities of SRE Network and its resources, including the motivation, retention, and recruitment of a small and high-performing staff. Specifically, the Executive Director will provide collaborative and strategic leadership to the SRE Network team.
- **External Representation and Thought Leadership:** As the public face of SRE Network, the Executive Director will represent the organization's mission and programs among a wide array of stakeholders and will be the driving force to articulate a succinct and powerful public mission for the organization. They will build awareness of the organization's valuable role in ensuring that Jewish workplaces are free from harassment, abuse, and violence; that people engage one another recognizing the inherent dignity of each and every person; and that all people are treated fairly in the workplace with meaningful pathways and access to opportunities. They will also lead in keeping the Jewish communal field engaged in this work broadly.
- **Fundraising:** The Executive Director will be responsible for ensuring the organization has the financial resources to undergird its strategy, including maintaining partnerships with current donors and securing new funders to support the mission.
- **Commitment to Diversity, Equity, and Inclusion:** The Executive Director will steward and nurture an organizational culture that embraces collaboration, accountability, transparency, diversity, creativity, inclusion, and equity. They will also ensure that SRE Network continues to be a leading voice in advancing the mission of Jewish workplaces and communal spaces becoming safe, respectful, and equitable, collaborating and engaging with members and others to foster a valuable culture of trust across the Jewish communal landscape.
- **Board & Fiscal Sponsor Partnership:** Reporting to the SRE Network Advisory Board and partnering with the fiscal sponsor in New Venture Fund and their generous donors, the Executive Director will cultivate a strong, collaborative, and productive relationship with their diverse range of important stakeholders.



# Candidate Profile (1 of 2)

SRE Network seeks an experienced, sophisticated and respected leader with an enthusiastic commitment to solving multidimensional, systemic problems to catalyze meaningful change toward creating Jewish workplaces and communal spaces that are safe, respectful, and equitable.

The Executive Director will bring the capacity to serve as a convener, influencer, and thought leader within the safety, respect, and equity field and the broader Jewish communal sector, while also ensuring effective stewardship of the organization's core internal finances, operations, infrastructure, and team culture and wellbeing. They must be a leader of personal and professional integrity, discretion, humility, and honesty.

The Executive Director will bring deep experience partnering with and managing a large group of diverse stakeholders to leverage relationships and fund development, while also serving as SRE Network's primary spokesperson and decision maker.

The successful candidate will ideally have high-level understanding of the Jewish communal landscape, proactively representing SRE's members before a wide range of constituencies, including across the Jewish communal world, funders, the media, peer organizations, and other key external stakeholder groups. The Executive Director will also work to build and support partnerships that are consistent with SRE's overall mission and priorities and will represent SRE Network in the broader secular movement to achieve gender equity and end sexual harassment and abuse in the workplace.

# Candidate Profile (2 of 2)

In terms of the performance and personal competencies required for the position, we would highlight the following:

## Personal Attributes and Competencies



### Relationships And Influence

- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Naturally connects and builds strong relationships across a wide cross-section of the Jewish communal landscape and beyond, demonstrating strong emotional intelligence, humility, curiosity, and an ability to communicate clearly and persuasively.
- An advisor to all constituents in identifying the best path and policy forward and bringing disparate groups together; a leader who brings discretion, humility, and confidentiality to sensitive discussions and themes.
- Creates a sense of purpose/meaning for the team that generates partnerships and engages others to the greater purpose for the organization as a whole.



### Setting Strategy

- The ability to create and articulate an inspiring vision for the organization and the field.
- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the community
- The ability to effectively balance the desire for broad change within the Jewish communal field with an understanding of how much change SRE Network and its partners are capable of handling; the ability to create realistic goals and implementation plans that are achievable.



### Executing for Results

- The ability to set clear and challenging goals while committing the organization to strong performance; accountable in driving results and practical solutions.
- The ability to adapt nimbly and lead others through complex situations.
- Understands and incorporates viewpoints from all key stakeholders to drive decision making.
- The ability to act in a transparent and consistent manner while always taking into account what is best for the organization.



### Fundraising and Funder Engagement

- Enthusiasm for fundraising and dedication to building philanthropic partnerships.
- Demonstrated ability to strengthen the organization's financial support and communicate its mission and future direction to current and potential funders and partners.



### Diversity, Equity, Inclusion

- Demonstrates personal and professional commitment to diversity, equity, and inclusion; displaying cultural competence while operating in an environment with a wide range of constituents and communities.
- Track record of translating an organization's diversity and inclusion values and commitments into specific strategies and actions.



### Leading Teams

- Unquestioned personal and professional integrity, humility, and honesty.
- The ability to attract and retain top talent, empower the small but growing team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- A curiosity for and an openness to learning the needs and values of SRE Network's members broadly so as to best represent, influence, and integrate them into SRE Network's work.
- A leader who is comfortable rolling up their sleeves.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

# Job Characteristics & Policies

- This is a full-time (38 hours/week), exempt role, with a typical work schedule of 8 hours per day Mondays through Thursdays and 6 hours on Fridays.
- All exempt team members commit to working during shared core business hours of 8am – 1pm PST/ 11am – 4pm EST.
- Residency in the United States required, preference for LA, Boston, DC or NY (but not required)
- Role is remote and will work from a home office.
- This role will report to the New Venture Fund (NVF) President.
- Role requires minimal in person meetings and travel in the United States, with specifics subject to change. Travel is anticipated to include 5-7 overnight trips in a year (to attend SRE Network's annual convening June 4-5, 2024, two staff retreats, and a few constituent meetings and/or conferences). Depending on the candidate's location there also may be local periodic travel for in person meetings with constituents. Very infrequently work on a weekday evening or Sunday will be required to participate in an in-person or virtual constituent meeting.

**Essential Physical Tasks:** The physical demands described here are representative of those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Regular sitting, standing, typing, and repetitive computer use. Occasional walking, standing, climbing, stooping, bending, pushing, pulling, lifting, kneeling, and twisting. Frequently communicates with others and must be able to exchange accurate information.

**Applicants with Disabilities:** Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.



# Compensation

A competitive compensation package will be made available to the qualified candidate with an annual salary range of \$200,000-\$235,000 plus benefits. SRE Network, a project of New Venture Fund, offers a generous benefits package that currently includes payment of 100% of the health insurance premiums for employees and their dependents. Benefits also include life insurance, long term disability protection, and a group 401(k) retirement plan (with an up to 3% employer match). Employees are eligible for 12 weeks of paid family and medical leave after 90 days of employment. Paid leave for full-time employees includes 3 weeks of vacation, 2 weeks of personal/sick leave, 9 standard and 4 floating holidays, 20 hours of volunteer leave, as well as select Jewish holidays when the holidays fall on a weekday (2 days for Rosh Hashanah, 1 day for Yom Kippur and 2 days for Passover).

# About New Venture Fund

**About New Venture Fund:** SRE Network is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. NVF is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

## E-Verify

NVF participates in [E-Verify](#) and will provide the federal government with employees' Form I-9 information to confirm authorization to work in the United States. Job candidates and employees authorized to work [may not be discriminated against](#) on the basis of national origin or citizenship status.

# Nominations and Applications

Inquiries, nominations, and applications are invited. Interested candidates should submit confidentially, a resume and letter of interest to [SRENetwork@RussellReynolds.com](mailto:SRENetwork@RussellReynolds.com).



## Safety

Environments are free from harassment, abuse, and violence.



## Respect

People engage one another with the Jewish value of kavod habriyot, which recognizes the inherent dignity of each and every person.



## Equity

Meaningful pathways and access to opportunities are provided to close demographic disparities. All people are treated fairly.