



Chief Executive Officer

Jewish Family Service

Seattle, WA

Salary: \$300,000 - \$330,000



OPPORTUNITY FOR IMPACT

This is a rare and exciting opportunity to lead one of Seattle's most impactful and respected human service agencies at a pivotal moment in its history. JFS is a thriving organization, deeply rooted in a vibrant Jewish community and widely recognized for its outstanding programs and service to those in need. As we move more deeply into our next century, we are seeking a visionary leader to guide JFS into the future—expanding our reach, embracing innovation, and ensuring our lasting impact on the communities we serve. This is a chance to be at the forefront of meaningful change, driving both new opportunities and sustainability for an organization that is truly special—today, and for generations to come.

BACKGROUND

About Seattle

Seattle is an exciting place to live, offering a unique blend of natural beauty, economic opportunity, and cultural vibrancy. Nestled between Puget Sound and the Cascade Mountains, the city provides breathtaking scenery and endless outdoor activities, from hiking and kayaking to skiing in the winter. Seattle, a hub for innovation, boasts a thriving economy driven by major companies such as Amazon and Microsoft, along with a flourishing startup scene that attracts top talent from around the world. The city's commitment to sustainability, public transportation improvements, and green spaces make it an increasingly livable and eco-friendly urban center. Additionally, Seattle is well-known for its rich arts, music, and food scenes, reflecting the city's diversity and creativity. With strong investments in infrastructure, education, and community initiatives, Seattle is inclusive, dynamic, and forward-thinking, making it an exciting place to call home.

About Jewish Seattle

The Jewish community of Seattle is a vibrant, diverse, and welcoming group that has played a vital role in shaping the city's cultural and social fabric. With deep historical roots dating back to the 19th century and a significant influx of Sephardic families, the community has grown into a dynamic and diverse network of synagogues, cultural organizations, Jewish day schools, and social service initiatives that cater to a wide spectrum of Jewish traditions and backgrounds. From the bustling markets of Pike Place to the serene neighborhoods of Mercer Island, Jewish life thrives through strong institutions like Jewish Family Service (JFS), Stroum Jewish Community Center, Jewish Federation of Greater Seattle, Kline Galland senior care, and Jewish and other educational, cultural, and social organizations. The Jewish and wider community is known for its inclusivity, philanthropy, and commitment to social justice, making it a fantastic place for individuals and families to connect, celebrate traditions, and contribute to the greater good. Whether through vibrant holiday celebrations or its dedication to interfaith and multicultural dialogue, Seattle's Jewish community embodies warmth, resilience, and a deep sense of togetherness.

About Jewish Family Service

Founded in 1892, JFS was established to support Jewish immigrants arriving in the Pacific Northwest. Rooted in Jewish values of tikkun olam (repairing the world) and community service, the organization initially provided essential aid such as housing, employment assistance, and financial relief to new arrivals seeking a fresh start.

As the needs of the community evolved, JFS expanded its mission beyond the Jewish population to also serve individuals and families of all backgrounds across King County and the Greater Seattle Area. Throughout the 20th and 21st centuries, JFS responded to emerging social challenges, including aiding Holocaust survivors, resettling refugees, combating poverty and food insecurity, and offering domestic violence and senior support services.

Today, JFS serves almost five thousand individuals annually, focusing on vulnerable populations such as refugees, older adults, people experiencing food and/or housing insecurity, and those in crisis. With a multi-million-dollar budget, a dedicated team, and a vast network of volunteers, JFS continues to be a pillar of compassion and social support in the Puget Sound region.

The Position

JFS is seeking a senior executive with the vision, skills and experience to lead the organization into its next phase of growth and impact. The new CEO will be expected to advance the JFS mission by upholding and building upon the existing strategic plan while navigating an increasingly complex and rapidly changing external environment. With the strategic plan as a foundation, the CEO will strengthen JFS's respected position within the community and lead efforts to develop innovative approaches that address the evolving needs of those we serve. The CEO will serve as a public representative for JFS, working with the Jewish community, schools, government agencies, nonprofit organizations and the community at large. An important focus for the new CEO will be to nurture and strengthen relationships within those communities. The CEO will also work to inspire and engage future private funders, cultivating a strong foundation of philanthropic support to sustain and grow JFS's mission for years to come. The new CEO will work closely with the Board of Directors on JFS governance and play a central role in stewarding relationships with funders, major donors and their families. JFS is highly regarded for its excellence in programs and services. As the organization adapts and changes, the new CEO will play a key role in strengthening its strategic and operational foundation to meet the increasing demand for its critical services.

ROLE OVERVIEW

Leadership and Executive Management

- Align leadership and staff with the existing strategic plan, evaluate and build upon the plan, and strengthen the organizational structure to support long-term sustainability.
- Build and maintain effective and trusting relationships with the JFS seasoned senior management team and long-serving staff. Encourage and empower staff to ensure professional excellence and high-quality standards and promote teamwork and collaboration.
- Serve as a leader in the Jewish community and the broader social service sector on behalf of the communities which JFS serves. Foster strong relationships and engage and work effectively with partner agencies to achieve shared goals.
- Ensure that financial planning and oversight protect and optimizes JFS's assets. Ensure a budgeting process that provides accountability while supporting programming needs and flexibility.



Relationships and Resource Development

- Champion multi-channel resource development to support JFS's operations, long-term planning and facilities; continue leveraging strong private funding to maintain flexibility and resilience.
- Provide foundation for effective operations, program excellence and financial resource development.
- Engage younger donors and cultivate the next generation of financial supporters.
- Work closely with the board and development team to drive revenue growth through grants, donors, partners, and individual supporters.
- Foster a culture of creativity to identify and pursue new revenue streams.
- Build on the strong track record of using data to measure program impact to align resources with needs and share powerful stories that connect the community and donors to our mission.
- Collaborate with the Board of Directors to drive innovation and to develop strategic, financial and operational plans that ensure the organization's sustainability.

Strategy and Program Design/Implementation

- Foster a trusting, transparent, and collaborative environment that empowers staff and drives the achievement of strategic and program objectives.
- Promote a positive, success-oriented culture that ensures JFS's vision, values, and brand are consistently reflected across staff, programs, and all aspects of the organization.
- Respond to a rapidly changing external environment by adjusting and adapting programs and to better meet the evolving needs of populations we serve.
- Identify new communities to serve and champion efforts to reach them, supporting and inspiring the team as it innovates and adapts to meet emerging needs.

ROLE OVERVIEW (cont.)

JFS Revenue Budget for FY25	Current # of Direct Reports//Full Staff	Contributions Budget for FY25[1]
\$19M	4 // 112	\$9.7M

[1] The financial figures are based on management financial reporting and not on GAAP.

JFS is financially strong, closing CY24 with over \$38 million in investments, including endowments and operating reserves. With contributions comprising about half of the FY25 revenue budget, JFS is well-positioned to navigate the current environment. The Seattle Jewish community has been a proud partner in our success, and we believe there is significant untapped potential to further grow support and expand our impact.

THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Communicates Effectively Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Drives Vision and Purpose Paints a compelling picture of a vision and strategy that motivates others to action.	Resourcefulness Securing and deploying resources effectively and efficiently.
Being Resilient Rebounding from setbacks and adversity when facing difficult situations.	Organizational Savvy Maneuvering comfortably through complex policy, process, and people related organizational dynamics.	Instills Trust Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Additional Qualifications

- **Mission-Driven & Values-Oriented**
 - Deep understanding of social services and a commitment to the JFS mission.
 - Appreciation and understanding for Jewish values and culture.
- **Strong Communicator & Relationship Builder**
 - Ability to connect with staff, donors, and the broader community.
 - Skilled at fostering open dialogue and thoughtful internal communications.

THE IDEAL CANDIDATE (cont.)

Additional Qualifications (cont.)

- **Experienced & Strategic Leader**
 - Background in nonprofit leadership, preferably in client-facing social services.
 - Experience managing and supporting staff through external forces, change and organizational growth.
- **Financial & Operational Acumen**
 - Understanding of nonprofit financial management and fundraising.
 - Ability to balance financial sustainability with programmatic impact.
- **Inclusive & Collaborative Leadership Style**
 - Commitment to fostering a culture of belonging within the organization.
 - Ability to bring together diverse perspectives and build consensus.
- **Adaptable & Resilient**
 - Capable of navigating complex social and political dynamics.
 - Open to change and able to lead through uncertainty.
- **Public Presence & Moral Clarity**
 - Comfortable representing JFS in the community and advocating for its mission.
 - Ability to provide ethical leadership while balancing diverse viewpoints within the organization.

WHO WE ARE

Work Environment

JFS operations currently include some hybrid work.

Our Commitment to Values

JFS is committed to ensuring equal opportunity and participation of its volunteers, employees and applicants for employment consistent with applicable federal, state and local laws. JFS's policy is to accord each employee, volunteer, and applicant for employment equal treatment with respect to all terms, conditions, and privileges of employment, including recruitment, selection, placement, and opportunities for advancement.

JFS encourages and welcomes diversity. We are an equal opportunity employer. Applicants are considered for employment without regard to race, creed, color, religion, national origin, sex, age, disability, marital status, sexual orientation, status as a veteran or any other basis prohibited by local, state or federal laws.

COMPENSATION AND BENEFITS

Salary

\$300,000- \$330,000

Benefits

- 100% employer sponsored medical and dental for employee level coverage
- Health Reimbursement Account with eligible plan
- Flexible Spending Account for healthcare, dependent care, and transportation
- Basic Life & AD&D
- Long-term disability
- Employee Assistance Program
- 20 days paid vacation and paid sick time
- Annual holiday schedule, including federal and Jewish holidays
- 5% employer contribution to 401k, regardless of employee contribution

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all the qualifications outlined above. If you are selected to move forward for an initial screening call, you will hear from us by April 10, 2025.

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[Submit an application](#)