

**LIMMUD
TAKING YOU ONE STEP
FURTHER ON YOUR
JEWISH JOURNEY**



**Limmud Executive Director
Information & Application Pack
May 2022**

Introduction

Limmud has pioneered and evolved a unique model of cross-communal Jewish learning over 42 years. It has involved thousands of people in hundreds of events and has been replicated throughout the Jewish world.

Our events enable every participant to take one step further on their Jewish journey. We aim to ensure that there is always something for everyone – no matter what their level of Jewish knowledge or commitment to Jewish life. We are unique in the community for being truly cross-generational, and ensuring that every participant – whatever age, background finds a place for themselves.

In 2006 we created our first full-time Executive Director post. We are seeking to appoint a full-time Executive Director to professionally facilitate our expansion in the UK, supporting our team of 400+ volunteers to maximise their contribution and fulfil their and Limmud's potential to reach a larger and more diverse audience, and to continue to be at the forefront of Jewish education and community building.

How to apply:

If you believe you have the right skills, qualities and experience for this role, please apply by email to carolynbogush@limmud.org.

Please clearly label the subject of the email “Limmud Executive Director – Application”.

If you apply, we require the following information to be attached in your email.

- Your current CV
- Your current annual salary
- A support letter of no more than two sides of A4, highlighting which of these core areas is a key strength for you and why - fundraising, marketing and communications or volunteer development.
- Details of two people who may be approached for references. They should know you in a capacity enabling them to comment on your suitability for this role. Referees will not be contacted without your consent, and not until after a successful interview.

For more information or for an informal confidential conversation, please contact Carolyn Bogush, Chair of Limmud Board of Trustees at carolynbogush@limmud.org

Closing date: Friday 10 June 2022

About Limmud

Limmud is a volunteer-led, volunteer-run, cross-communal Learning organisation that enables people from the widest range of backgrounds to come together, to strengthen their Jewish identity, knowledge, and connections through Jewish Learning and culture experiences.

Limmud is a safe, creative space which offered them [attendees] rare opportunities: "I'm able to express my own religious identity in a safe environment where I know no-one's going to judge me," said one woman. Another remarked, "Limmud had made me braver". Extract from The Jewish Chronicle, 2021

Limmud's publicly stated aim is that "wherever you find yourself, Limmud will help you take one step further on your Jewish journey."

In recent years Limmud has become regarded as one of the most vibrant, dynamic, and successful educational projects in the Jewish world. Its unique model has become a powerful vehicle for engaging tens of thousands of Jewish people across the world in Jewish learning and strengthening their Jewish identities.

Four decades from its first event, Limmud is now a world leader in cross-communal, multigenerational, volunteer-led Jewish Learning experiences. It has become British Jewry's premier adult education initiative, with over 7,000 people involved in at least one Limmud activity each year somewhere in the UK. Our flagship event, the week-long Limmud Festival, is now a

landmark in the Jewish calendar, annually attended by approximately 2,500 participants from across the globe and for the past two years due to Covid, we have held fully virtual Limmud Festival was attended by 5,000 participants.

"In the midst of the challenge of everything this year has thrown at us, Limmud has brought people together, shared stories, experiences, skills, ideas and hope for the future." M, London, UK

Alongside this, Limmud attracts increasing numbers to UK Day Limmud conferences in their local communities across the length and breadth of the UK, with over 3,000 people participating, and over 2,000 people receive a weekly "Limmud on One Leg" cross denominational parsha (weekly Torah portion) commentary written by a different Jewish educator – all Limmud presenters – from around the world. A critical factor in Limmud's success is the commitment, hard work and drive shown by its hundreds of volunteers. We estimate that 400 Limmud volunteers engage in learning, training and development sessions, meetings, and seminars around the UK throughout the year.

Structure of the Organisation

After a structural review in 2020 and in responding to a post COVID world, Limmud in the UK has re-structured to ensure that the volunteer lay leadership can best deliver on our strategic priorities, alongside a small professional team.

Trustee Board:

The Trustee Board is the governing body of Limmud. It is

responsible for the governance, stewardship and long-term strategy of the organisation, and has ultimate decision-making authority. The Trustee Board constitutes the formal legal entity of the organisation.

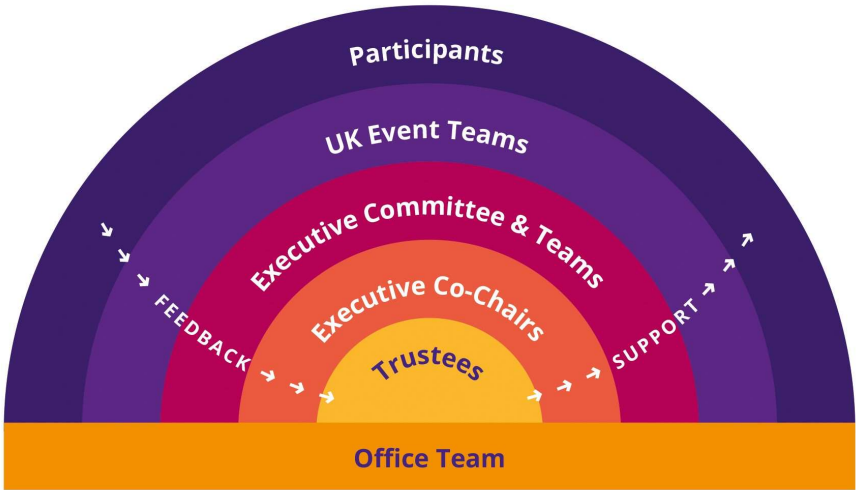
Executive Committee:

The Executive Committee is the public-facing leadership of Limmud in the UK. The Executive Committee is responsible for planning and executing Limmud events in the UK, and the recruitment, training, and support of volunteers who are involved with Limmud in the UK.

Professional team:

In addition to the Executive Director, Limmud has a Logistics Manager and temporary staff who join each year in the run up to Festival.

Limmud in the UK Organogram



Working for Limmud

- Volunteers, professional staff, presenters, and participants are all part of the Limmud success story.
- In the same way that we look to Limmud values in the volunteer experience, so we are guided in employing professional staff.
- Limmud is a fun, stimulating, challenging and supportive place to work. We aspire to be renowned and respected for the experience we offer, to learn from others and to stand out in the community.
- Outward success requires a lot of hard work behind the scenes. In this our staff make a significant, essential contribution.
- Through working with Limmud we want people to stretch themselves, to strengthen their own identity, to feel confident in their contribution and to be surprised by what they achieve.
- We will seek to provide learning, training and development opportunities leading to knowledge, skills and connections that help individuals succeed and which will benefit Limmud.
- We value those who choose to spend time in their careers with us. We want a relationship that encourages staff to have active lives outside Limmud, while acknowledging that the nature of a volunteer organisation is that some things need to be done outside normal working hours.
- A job with Limmud is part of someone's Jewish and professional journey. We want those people who are employed by Limmud to succeed in the future and to

look back at their time with Limmud as contributing to this.

- The role of the Executive Director includes working with other professionals and volunteers to make the above a reality.



Job Specification

Position:	Executive Director, UK
Company:	Limmud
Location:	London
Salary:	£65-75,000 depending on experience
Reporting Line:	Chair of Trustees (dotted line to Chairs of Limmud Executive)
Website:	www.limmud.org

About the Organisation

Limmud is a volunteer-lead, educational charity whose mission is to take all participants “one step further on your Jewish journey”. Part of a global network of more than 70 teams around the world, Limmud runs a range of events in the UK including online programmes, day-long “regional” events, and our flagship Festival in December.

We are seeking to appoint a full-time Executive Director to run our professional staff, and support our volunteer teams, to deliver our distinctive and high-quality events, strengthen our volunteer experience and pipeline, and ensure our continued operational and financial sustainability.

The Executive Director would report to the Chair of the Limmud Trustees, with a dotted line to the Chairs of Limmud Executive, and be primarily responsible for delivering our 3 key strategic priorities, alongside our volunteers:

1. Build, develop, support and engage a sustainable volunteer pipeline and experience, in line with Limmud’s values and mission

2. Ensure our continuing financial and operational viability and potential for growth
3. The continued delivery of our existing events, with potential to expand and innovate new formats and projects

Key Aspects of Role

- In partnership with volunteers, lead the implementation, monitoring, and delivery of our strategic plan
- Overall responsibility for operational and financial management, including the preparation and monitoring of annual plans and budgets.
- Develop (with trustees) a fundraising strategy, and take ownership for delivery
- Maintain and enhance Limmud's volunteer experience and long-term volunteer pipeline
- Provide leadership, support and guidance to our senior volunteers, lay-leaders, and Trustee Board
- Support and facilitate our volunteer teams to deliver high-quality and distinctive events, including oversight of administrative, financial, and logistical aspects
- Build and manage a range of external relationships, including potential partnerships, media relationships and long-term organisational relationships
- Facilitate the work of Limmud's volunteer support teams (including events, publications and programmes), and the development and implementation of new projects
- Day to day management of our small staff team and office
- Ensure compliance with all charitable, legal, governance and employment regulations

Key Skills and Experience

- Experience in a senior leadership role in an organisation of comparable scale and operational complexity.
- Strong track record of delivery, ideally including with P&L accountability
- Significant people and management experience with a track record of leading and developing teams of people, ideally including volunteers and lay leaders
- Experience in fundraising (corporate, high net worth individuals or governmental)
- Understanding and knowledge of the Jewish community
- Experience in formulating and executing a strategy
- Experience of managing external stakeholders such as donors, foundations, partners etc.
- Ideally, a multi-functional skill set with a strong grounding in at least one of: operations, marketing, or finance

Person Profile

An energetic and experienced leader that can:

- Inspire the organisation and the volunteers within it to transform and succeed
- Help define a clear strategic direction and make conscious choices to deliver that strategy
- Embed a commitment to measurable impact into the operations and culture of the organisation
- Build a team (volunteer and professional) that is consistently talented, engaged, and dynamic
- Collaborate as a credible partner with stakeholders across the UK community and around the world, in particular with other Limmud groups.

An effective organisation and people manager that can:

- Set and deliver a strategic plan and budget
- Oversee management of the wider team (both professional and lay)
- Liaise with and guide the Trustees and Executive
- Oversee, motivate, and support volunteer teams to deliver complex and high-profile events

Personal characteristics:

- A participant and volunteer focused mind set. Always thinks about key organisational decisions from a volunteer and participant perspective, and impresses this on the entire organisation
- Sound judgment – sophisticated and wise about what opportunities should be pursued, and how the organisation needs to change to pursue them
- The credibility to get buy-in from a successful volunteer leadership team
- High integrity and trustworthy
- Engaging and people focused – presence, passion, vision, energy; excellent interpersonal, communication and presentation skills
- Practical and pragmatic in style; at ease with robust debate, enthusiastic, energetic, and robust with a ‘can-do’ attitude; comfortable getting ‘their hands dirty’ when needed
- A high degree of emotional intelligence, able to read personalities and situations and adapt accordingly
- Someone who sees the value and has the skills to empower and enable volunteers, and to support them in reaching their potential.