POSITION AND CANDIDATE SPECIFICATION

HEBREW UNION COLLEGE – JEWISH INSTITUTE OF RELIGION

PRESIDENT

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Hebrew Union College-Jewish Institute of Religion

Position Specification

Hebrew Union College-Jewish Institute of Religion

Founded in 1875, Hebrew Union College-Jewish Institute of Religion (HUC-JIR) is the nation's oldest institution of higher Jewish education and the academic, spiritual, and professional leadership development center of Reform Judaism. The Hebrew Union College was founded by Rabbi Isaac Mayer Wise in response to the urgent need for rabbinical training and standards for those who would provide progressive, enlightened, and modern spiritual leadership for the American pulpit.

HUC-JIR educates men and women for service to American and world Jewry as rabbis, cantors, educators, and non-profit professionals and offers graduate and postgraduate degree programs to scholars of all faiths. With centers of learning in Cincinnati, Jerusalem, Los Angeles, and New York, HUC-JIR's scholarly resources comprise renowned library, archive, and museum collections, biblical archaeology excavations, and academic publications. In addition to its Rabbinical School, the College-Institute includes Schools of Graduate Studies, Education, Jewish Nonprofit Management, Sacred Music, and Biblical Archaeology and has an alumni network of over 5,000. All four HUC-JIR campuses are accredited by the Middle States Commission on Higher Education.

In conjunction with its work as an international seminary and university, HUC-JIR invites the community to an array of cultural and educational programs that illuminate Jewish identity, history, and contemporary creativity, and foster interfaith and multi-ethnic understanding.

Earlier this year, HUC-JIR's long-serving and highly respected president, David Ellenson, announced that he would be retiring. The Board has formed a search committee and has launched a search for his successor.

Mission

HUC-JIR is a religious and scholarly learning community dedicated to:

- Developing Jewish professionals and leaders to transmit and apply to contemporary life the sustaining values, responsibilities and texts of Jewish tradition;
- Applying the open and pluralistic spirit of the Reform movement to the study of the great issues of Jewish life and thought;
- Advancing the critical study of Jewish culture and related disciplines in accordance with the highest standards of modern academic scholarship.
Purpose

HUC-JIR serves as:

- The educational and intellectual center of Reform Judaism:
  - Training rabbis, cantors, communal and educational professionals and sustaining them throughout their careers for service to Reform Judaism and klal Yisrael;
  - Creating and disseminating scholarly research and publication;
  - Preserving and providing access to library, archival and museum resources;
  - Providing higher learning for Jewish scholars of religion and for scholars of other faiths;
  - Working with Jewish institutions worldwide to enhance Jewish life, learning and values and to shape the Jewish experience of the future.

- A Jewish religious community built on God, Torah, avodah, mitzvot, and Tikkun Olam:
  - Integrating Jewish tradition, academic knowledge and professional competence in the development of its students;
  - Creating a religious community that gives added meaning to the educational experience and provides a model for students to take with them into their lives and work;
  - Instilling in its members exceptional leadership skills and spiritual growth, thereby enabling them to become catalysts of transformation in the creation of vibrant Jewish communities.

- An innovative resource and learning center working with Reform congregations and leaders, the Jewish organizational world and the religious and academic community at large:
  - Providing a forum for, and dissemination of, creative Jewish thought;
  - Acknowledging and supporting a diverse community of scholars, students and staff committed to academic freedom and rigor;
  - Contributing to the real-life decisions and growth of the Reform Jewish community worldwide;
  - Sustaining a vital relationship with the People of Israel and the Land of Israel by cultivating the growth of Reform Judaism in Israel.

For additional information, please visit http://huc.edu/.

Position Summary

Reporting to the Board of Governors of HUC-JIR, the President is responsible for enhancing and sustaining the College-Institute’s mission and all its operations by effectively setting the tone for the advancement of the College-Institute through the application of effective vision and leadership, management, engagement, and resource development.
Major Responsibilities

- Strengthen and develop academic programs that fulfill the College-Institute's mission, enhance its stature, and support its financial sustainability.
- Appoint a faculty of high reputation and foster academic excellence in both education and research, continuing the tradition of contributions to the Jewish and scholarly world.
- Direct the executive leadership team for HUC-JIR, ensuring that the team is efficient and effective in its operations, and build a cooperative culture across its four campuses in support of the HUC-JIR mission.
- Lead the College-Institute's fundraising efforts and spearhead initiatives for developing and attracting new financial resources from a variety of sources.
- Serve as the leading spokesperson for HUC-JIR – with both internal and external constituencies, including faculty, staff, students, the Board of Governors, the campus communities, alumni, government, the media and the general public – and as a thought leader within the larger Reform movement.
- Oversee the human and financial resources of the institution to ensure fiscal soundness and accountability.
- Work with the Board of Governors, ensuring that the Board is kept well-informed on matters related to strategic initiatives and other matters related to the responsibilities of the President.
- Maintain a strong relationship with the Union for Reform Judaism (URJ), the Central Conference of American Rabbis (CCAR) and other organized bodies of Reform Judaism.
CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

The successful candidate will be a scholar and leader with a deep commitment to Reform Judaism. Ideally, he/she will have successfully led an academically excellent organization or unit of some scale, have earned a PhD degree and/or a rabbinic ordination and will have:

- Developed and implemented ambitious strategic plans/initiatives in a multi-constituency environment;
- Engaged internal and external stakeholders;
- Set clear priorities and aligned financial and human resources against those priorities;
- Worked with and built a board;
- Built institutional partnerships; and
- Managed budgets and infrastructure.

Critical Competencies for Success

Passion and Authenticity: In an institution that plays a leading role in the Reform Jewish movement, demonstrate an unwavering commitment to ensuring the vibrancy of both HUC-JIR’s and the movement’s future by:

- Demonstrating personal commitment to Reform Jewish life, and to the community in North America and Israel;
- Exemplifying the values of Reform Judaism including intellectual rigor and honesty, inclusion, outreach, compassion, fairness, self-evaluation, and renewal;
- Modeling and driving excellence in the service of HUC-JIR’s mission; and
- Inspiring internal and external stakeholders to actively participate in and contribute to HUC-JIR’s growth success with a spirit of ambition and entrepreneurialism.

Leadership: In a rapidly changing educational and religious environment, provide institutional leadership by:

- Developing, communicating and inspiring collective support behind a vision for HUC-JIR going forward;
- In collaboration with the Board and the faculty, implementing an actionable, data-driven strategic plan for the College-Institute;
- Executing that plan effectively, creating the organizational and financial conditions required to ensure its implementation; and
- Delivering change in a way that enables HUC-JIR to continue to move forward while remaining true to its mission.
Brand Building: At the helm of an organization that plays a critical role in shaping the future of the Jewish people raise the profile of HUC-JIR by:

- Serving as an effective public spokesperson for the College-Institute – its mission and impact – reaching academic, religious, and lay audiences in the US and Israel;
- Partnering with other thought leaders in the Reform movement and in the broader Jewish world, collaborating with them to chart the course of Reform Judaism in the 21st century; and
- Defining the role of HUC-JIR in the larger academic world as a place known to make important contributions to Jewish scholarship and leadership development.