

**Interim Director of Alma and Teen Life**  
Congregation B'nai Israel and Abundance Farm  
Northampton, Massachusetts

## Overview

Congregation B'nai Israel (CBI) and Abundance Farm, in Northampton, MA, seek an experienced supervisor, passionate Jewish educator, and skilled administrator to serve as our Interim Director of ALMA and Teen Life. The Interim Director will lead our vibrant and growing youth and teen programs through a transitional year for our community in preparation for a new Director of Youth and Family Education and Engagement to begin in Summer 2022.

The Interim Director position can be part-time or full-time, but requires a minimum of 20 hours per week, beginning August 2021. We are also currently searching for someone to serve as the permanent Director for Youth and Family Education and Engagement. The job profile for the permanent position is more expansive and can be found [here](#). Candidates are welcome to apply for one or both positions.

## Our Communities

Jewish life in Northampton is experiencing an unprecedented period of growth. Congregation B'nai Israel welcomes those whose backgrounds and observances span a wide and diverse range of beliefs, perspectives, and practices. We embrace interfaith and blended families, LGBTQIA and BIPOC individuals and families, and proudly provide a spiritual home for those with diverse perspectives, aspirations, and abilities.

We offer a wide diversity of programs and initiatives for youth of all ages, including our Gan Keshet preschool, ALMA Youth and Family Education program for pre K-8th grade, and teen youth groups and internships. In addition to our eclectic 430+ member households, we engage hundreds of additional youth and families in our region each year through our schools, chavurot, Shabbat and holiday programs, and our onsite community farm (Abundance Farm).

The starting point for our educational philosophy is that our students and families can only embrace Jewish life and tradition if they discover its inherent love and grandeur for themselves. Our passionate staff works hard to create a culture that is profoundly joyful, one in which our students and their families feel respected, engaged, and inspired. Our educational approach is informed by a variety of pedagogies and teaching modalities including project/problem based learning, emergent curriculum, mindfulness, place-based, and anti-racist education.

On a given day on our campus, you might find students baking matzah in our outdoor, wood-fired oven after grinding the flour from wheat they helped grow themselves, or gathering sap to boil down into maple syrup as part of a Tu B'shvat celebration, or learning about the period of the Omer by spending quiet time outside observing daily changes in our orchard. You might find teens engaged in a discussion of race, power, and privilege, or helping to lead a fire-building *chug* for younger children.

Abundance Farm, our educational, food justice farm, is a unique feature to our community and a national leader in the field of Jewish Community Farming. The Farm serves more than 5000 people annually through a variety of educational, justice, and community oriented programs. The Farm serves as an outdoor classroom for our campus' three schools (Gan Keshet, ALMA and Lander-Grinspoon Academy, our neighboring K-6 Jewish day school).

## **The Opportunity**

Responsibilities:

- Direct and manage ALMA (our Youth and Family Program for pre K-8th grade), including supporting curriculum development and implementation, teacher supervision and mentorship, communication with prospective and current families and family programming
- Supervise and support our part-time Teen Advisor and teen life programs
- Organize and lead family holiday programming for ALMA families and support community holiday programming
- Collaborate closely with Rabbi, Executive Director and senior education and engagement staff

## **The Ideal Candidate**

- Advanced degree in Jewish Education or a related field
- A minimum of 5 years experience in informal or formal Jewish education
- Fluency and comfort with the standards of practice of Conservative Judaism
- Track record of championing diversity, equity, and inclusion
- A minimum of 3 years experience as a supervisor
- Extensive experience with curriculum development
- Competency with Hebrew language
- Deep well of Jewish literacy, including ritual for home and synagogue
- Excellent written and verbal communication skills
- An ability to balance big vision with operational details
- Interpersonal warmth
- Ability to integrate feedback
- Leadership and mentoring skills
- Effective communicator across constituent groups including parents, students, teachers, and funders

Physical Requirements:

- Must be able to remain in a stationary position 50% of the time.
- Needs to occasionally move about inside the office to access file cabinets, office machinery, and other office equipment.
- Will be able to regularly operate a computer and other office productivity machinery, such as a calculator, copy machine, and computer printer.
- Will frequently move equipment/supplies weighing up to 50 pounds across campus for various classroom and event needs.
- Often works in an outdoor setting.

**Salary and Benefits:** The salary range for this position is \$50,000-\$60,000 FTE based on experience. We value the time you spend outside the office as much as we value the time you spend with us; our flexible scheduling and vacation policies are designed to encourage a healthy work/life balance. For the full-time position, benefits include 10 days of paid vacation, 8 federal holidays, time off or compensatory time off for religious Jewish holidays, professional development allowance, 2 personal days, 6 sick days, health insurance with 80% covered by CBI, synagogue membership, and free religious school tuition. We also offer our staff free fruits, vegetables and flowers from our Farm and challah from our wood-fired oven. The position with responsibilities on Shabbat mornings, occasional Friday nights, and Jewish holidays. We do not have a Sunday school however we often run youth and family programs on Sundays.

**Supervision:** This position reports to the Director of Jewish Life.

### **Application Process**

Applications will be reviewed as they are received. To apply please send your resume, a cover letter, and contact information for three professional references to [dyfee.cbi@gmail.com](mailto:dyfee.cbi@gmail.com). The position is currently open and the ideal candidate is available to start immediately upon hire.

CBI is an equal opportunity employer and supports workplace diversity. We carefully consider applicants for all positions without regard to race, color, religion, creed, gender identity, sexual orientation, national origin, age, disability, marital or veteran status, or any other legally protected status. Candidates who identify as LGBTQI, BIPOC, Sephardic, and/or Mizrahi are strongly encouraged to apply.