



## CO-DIRECTOR (PROGRAMS)

Shoresh is seeking to hire a Co-Director (Programs) to guide Shoresh in its next stage of grounding and growth. Our new Co-Director will partner with Allie Shier, (Shoresh's current Managing Director who will be transitioning to the role of Co-Director (Operations) at this time of transition), to set Shoresh's strategic priorities and goals. As well, they will hold responsibility for setting, managing, and facilitating Shoresh's activities including our nature-based Jewish programs and environmental stewardship initiatives. We are looking for someone to join our team who understands the issues addressed by Shoresh's programs and initiatives, is committed to the values espoused by Shoresh, and can lead Shoresh with vision, passion, and integrity.

### About Shoresh

Established in 2009, Shoresh's mission is to lead, inspire, and empower our community to be *Shomrei Adamah*, protectors of the earth. Through nature-based Jewish activities, Shoresh seeks to nurture a local Jewish community where sustainability is core to Jewish identity and environmental engagement is central to Jewish life.

### Our activities:

Shoresh's activities fall into three interconnected pillars:

- **AWARENESS** – Through our hands-on programs, such as the **Shoresh Outdoor School**, our **Yesod B'nei Mitzvah Experience**, and **community events and workshops**, Shoresh brings awareness to environmental issues and the Jewish teachings that can ground and guide our response to environmental crisis.
- **ACTION** – Shoresh offers our community members meaningful opportunities to put their Jewish environmental values into action, including our **stewardship initiatives at Bela Farm**, and through our line of **sustainable Jewish products**.
- **ADVOCACY** – Shoresh seeks to mobilize collective action within the Jewish community around environmental issues through our advocacy efforts, which include offering **workshops about environmental issues**, and ensuring a coordinated Jewish presence and amplified Jewish voice at **city-wide environmental gatherings**.

### Our core values:

As a Jewish charity, we ground our work in Jewish teachings and ethics. The following are the core Jewish values that ground and guide our programs, spaces, ventures, and working processes:

- **Mah Rabu Ma'asecha.** Hold a sense of radical amazement of the majesty and diversity of the natural world.
- **L'ovdah u'l'Shomrah.** Be responsible stewards of the earth.
- **Tzedek Tzedek Tirdof.** In the face of climate change and species extinction, pursue justice for the earth and its creatures
- **Kehilah.** Through radical inclusivity, build a cohesive, pluralistic, and interconnected Jewish community, united by a shared relationship with nature.
- **Zehut.** Deepen personal Jewish identity through earth-based Jewish experiences.

### **Staffing Transitions and Support**

After leading Shoresh for 13 years, Shoresh's Founding Executive Director, Risa Alyson Cooper, is moving on to new adventures and is excited about transferring the leadership of Shoresh at an opportune time when the organization is strong and ready for new energy and vision. Allie Shier, who has been with Shoresh for 1.5 years in the capacity of Managing Director will transition into the role of Co-Director (Operations), and will largely be responsible for the kevah/structure of the organization, including accounting and finances, marketing and communications, product distribution, and human resources. Allie's new Co-Director (Programs), will hold the activities of the organization,

including programming and programming sites (which includes Shoresh's environmental stewardship initiatives at Bela Farm – our 20-acre reforestation project, 4-acre Bee Sanctuary, and apiary). Together, the Co-Directors will hold strategic visioning, planning, and evaluation; organizational culture-building; and development. Both Co-Directors will have strong support from Shoresh's Board of Directors, who have been working with Risa on a staff transition plan for the last 2 years. The Co-Director(s) will report directly to the Shoresh Board of Directors.

## **Areas of Responsibility**

### Strategic Visioning, Planning and Evaluation

- Shoresh's current Strategic Plan extends until 2022. The Co-Director(s) will be jointly responsible for developing a new Strategic Plan (or comparable organizational guiding structure), along with Shoresh's Board of Directors, to set Shoresh's priorities, goals and activities for its next stage of development. The Co-Director(s) will also be responsible for developing a model of evaluation to ensure that Shoresh is achieving its mission and vision, in alignment with its values.

### Public Organizational Leadership

- Serve as the public-facing "voice" of Shoresh, sharing about Shoresh's mission, activities, philosophy, etc. with the broader community;
- Represent Shoresh in community networks including Jewish Outdoor, Food, Farming, and Environmental Education Network (JOFEE); Jewish Community Farming (JCF) Field-Building Initiative, and Downtown Jewish Community Council (DJCC);

### Organizational Support and Culture-Building

- Create systems and structures for setting, managing, and evaluating staff deliverables;
- Create organizational culture that honours and invests in the learning, health, and wholeness of Shoresh's staff and key stakeholders;

### Programs and Program Sites

- Supervise/support programming staff and community volunteers;
- Oversee the development of meaningful, relevant, and transformative nature-based programs;
- Manage the development of Shoresh's program sites, including stewardship initiatives at Bela Farm;
- Support the development and manage production of Shoresh's sustainable products line including honey, beeswax candles, herbal salves, and naturally-dyed challah covers;
- Develop and manage program partnerships;

### Development

- In partnership with Co-Director (Operations), set annual operating budget and development plan;
- Develop and implement annual donor stewardship and outreach plan, including development of annual Year in Review publication;
- Oversee grant writing and evaluation;
- Oversee fundraising events;

### Governance

- Keep Board of Directors informed of Shoresh's activities, progresses, and challenges;
- Work with the Strategic Planning Committee to develop Shoresh's next Strategic Plan (or comparable document) and evaluate achievement of strategic goals;
- Work with Governance Committee to develop policies and procedures to ensure organizational effectiveness and mitigate any potential risk to the organization and/or its stakeholders;

## **What to Expect**

### Awesomeness

You will be joining an AMAZING team and community of staff, board members, volunteers, participants, partners and donors. Over the last 13 years, Shoresh has built an incredible network of supporters, developed award-winning

programs and initiatives, and become a leader in the fields of Jewish Outdoor, Food, Farming, and Environmental Education (JOFEE) and Jewish Community Farming (JCF). We have spent the last 13 years developing strong systems and structures that support our organization and help it to run effectively and efficiently AND we have the resources and relationships of our amazing networks to help us in our work.

### **Challenges**

While Shoresh had in place a strong Strategic Plan and staffing transition plan, many of our intentions/actions had to be revisited and adapted in light of the challenges posed by the COVID-19 pandemic. Some elements of Shoresh need to be “rebuilt” as we transition into a post-pandemic world. Another potential challenge you might face is stepping into a new role, which might mean navigating ambiguity and charting your course as you go. As well, you will be helping to redefine Shoresh as an organization following the exodus of its founding Executive Director – while this presents incredible opportunity to bring new ideas and vision, we acknowledge that you will be stepping into an organization that has deep roots.

### **Location**

Shoresh does not currently have an office-space and most office work is expected to take place in the staff member’s home. Shoresh is seeking to acquire a new office space/commercial space for retailing our sustainable Jewish products this year (which will likely be in midtown Toronto). Travel is required to Bela Farm (every 1-2 weeks during the growing season). Due to the regional nature of Shoresh’s work, the staff member will ideally be based in the Toronto/Tkaronto area.

### **Salary and Benefits**

The salary range for this position is \$60,000 - \$70,000 and is commensurate with experience. Compensation also includes health care coverage, paid vacation, and paid Jewish holidays.

This is a full-time position. It requires the staff member to work some evenings and weekends.

### **Start Date/Timeline**

Applications will be accepted on a rolling basis, with first-round interviews beginning in early June. Finalist applicants can expect to participate in up to 4 rounds of interviews. The start date for this position will be in August-September, 2021, with 3-6 months of training/transitioning with Risa.

### **Qualifications:**

In particular, we are seeking someone who possesses the following skill set:

- Experience in non-profit management, specifically with regards to strategic planning, budget management, and development;
- Strategic thinker who is able to simultaneously hold the “big picture” and the “tachlis”;
- Collaborative leadership style and proven ability to create healthy, energizing, balanced working environments;
- Ability to work quickly, efficiently, and with incredible attention to detail;
- Strong public speaking skills - has an ability to communicate ideas clearly with passion;
- Exceptional supervisory/mentorship, oral/written communication, and organizational skills;
- Experience providing leadership to program development and delivery in a Jewish context;
- Comfort with diverse Jewish communal settings and a strong grasp of Jewish text, wisdom, and ritual;
- Knowledge/experience/skill in nature-based learning, regenerative farming, and local ecology;
- Strong computer skills, including MS Word, Excel, Quickbooks, e-mail, and the capacity to quickly learn and master new systems;
- Valid driver’s license and access to own vehicle (preferable).

### **How to apply:**

Please send your cover letter and resume to [hiring@shoresh.ca](mailto:hiring@shoresh.ca). All attachments must each be labeled with your full name. In addition to your cover letter and resume, please submit a short video (1-3 minutes), answering the following questions:

1. What interests you most about this position?
2. Based on the qualifications, why are you a strong candidate?

3. What excites you about Shoresh's mission?

Applications will be accepted on a rolling basis, with first-round interviews beginning in **early June**.

Our sincere appreciation to all those expressing interest in this position, however, only those applicants invited for an interview will be contacted.

We will accept applications until the position is filled. No recruiters please.

Shoresh is an equal opportunity employer. We embrace diversity and encourage people of all backgrounds, abilities, orientations, and identities to apply.