

ORGANIZATION: Aviv Foundation
POSITION: Managing Director
REPORTS TO: Executive Director
LOCATION: Washington, D.C. (minimum 80% time in the Foundation's office in Dupont Circle)
TO APPLY: Please send cover letter and résumé as one PDF to AvivMD@pbrsearch.com with title format "Last Name First Name – Letter Resume."

BACKGROUND

The Aviv Foundation envisions communities and a society that is diverse, broad, inclusive, and provides all members with opportunities to participate and thrive. Founded in 2016 and based in Washington, D.C. and Israel, Aviv is a private family philanthropy that invests in solutions with the potential to create systemic change. In the United States, Aviv works to support meaningful connections to Judaism, further positive change in the child welfare and education systems, and inspire citizens to be civically engaged. In Israel, it is committed to safeguarding a Jewish and democratic state, building a thriving and inclusive civil society, and working to create conditions to advance peace between Israelis and Palestinians. The Board and staff of Aviv approach their work with humility, integrity, empathy, curiosity, respect, riskiness, and adventure.

To its grantees, Aviv holds a role that goes far beyond funding. They view Aviv staff as supportive, knowledgeable thought partners who ask critical questions and provide meaningful feedback. Grantees also see Aviv as a funder that invests in innovation and pushes grantees to continually improve. While Aviv is a newer foundation, it has already built a reputation for being unusually approachable, responsive, and proactive, with potential to have an even greater effect on its impact areas and the broader philanthropic field in the years to come.

POSITION

Over the years, Aviv has grown its impact and expanded its team, and will continue to do so in its next chapter. In support of that growth, Aviv strives to continually improve its strategies and tactics, foster a compelling and supportive culture, and create a more clearly defined, vibrant public presence with grantees, peer funders, and the broader philanthropic community. The role of the managing director is an exciting new addition to Aviv's staff in anticipation of the growth ahead. This person will help lead a team of highly skilled, knowledgeable subject matter experts in the U.S. as well as focus on foundation-wide initiatives that advance Aviv's work across impact areas and its two geographic bases. The managing director will be a strategic, creative, collaborative individual who will partner closely with a dedicated Board and staff to achieve ambitious strategic priorities while sustaining a warm, empathetic, driven culture.

RESPONSIBILITIES

- Partner closely with the Board and Executive Director to build a deep understanding of Aviv's philanthropic priorities, particularly in the U.S.; collaborate with the staff to ensure that Aviv's work meets those priorities.
- Serve as a creative collaborator with the executive director, with a goal of developing highly effective grantmaking programs and consistent practices that maximize the resources of Aviv.
- Provide thoughtful, proactive communication and support to the Board and executive director on a regular basis.
- Serve as a strategic thought partner to the executive director on issues such as planning for future growth in grantmaking, operating effectively as one foundation with two geographic bases, and deepening Aviv's impact through transparent and open relationships with grantees and other funders.
- Coach and develop direct reports (currently three U.S. program staff members); provide vision, leadership, and direction for the team, ensuring their activities are aligned with stated outcomes and focused on realizing strategic goals. Invest in their professional growth and learning.

- In partnership with the entire Aviv team, plan and execute new foundation-wide initiatives that amplify and improve upon the current strength of the grantmaking programs; for example, implementing an aligned theory of change and impact measurement approach across program areas, developing structures for knowledge sharing across the foundation, and exploring external convenings and other strategies for amplifying programmatic impact.
- Help foster and contribute to an organizational culture that values and inspires staff, ensuring strong internal communications and motivating them to reach their fullest and most productive potential as a cohesive team.

QUALIFICATIONS

Experience

- Significant relevant experience in philanthropy (e.g. as a grantmaker, grantee, and/or consultant).
- Experience with living donors or equivalent stakeholders is ideal. Experience specific to Aviv's impact areas or experience in Jewish-centered or Israel organizations is not required.
- Experience driving organization-wide initiatives and impact.
- A track record of successfully leading diverse teams to achieve ambitious outcomes; the ability to guide the professional growth of subject matter experts, build culture, set goals, adjust and rethink systems, manage deadlines, and evaluate results.

Personal Attributes

- Highly motivated by the opportunity to drive impact; a commitment to advance Aviv's mission and values.
- An ability to think critically and creatively about Aviv's impact areas and how to best structure systems and programs to ensure the right balance of alignment and autonomy.
- Superb interpersonal skills, with the ability to develop effective relationships and partnerships both internally and externally.
- Exceptional writing skills, with the ability to compellingly convey information in a way that meets the needs of the intended audience.
- An aptitude for facilitating and participating in discussions that cover a wide range of ideas, ambitions, and opinions.
- Emotional intelligence and an ability to maintain tact, discretion, and confidentiality as needed for a family foundation.
- Ability to serve as an effective spokesperson and ambassador for the Foundation, with strong verbal and written communication skills.
- A sense of humor, patience, flexibility, and warmth.

COMPENSATION

- The Aviv Foundation seeks to build a team of exceptional professionals and approaches compensation with a strong commitment to equity and generous investment in its staff. Final compensation will be based on relevant skills and experience.
- Attractive, competitive benefits package, including paid vacation, health insurance coverage, flexible spending program, 403(b) contribution, professional development fund, and matching gift opportunities.

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, the Aviv Foundation encourages you to apply.

The Aviv Foundation is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, The Aviv Foundation will provide reasonable accommodations for qualified individuals with disabilities.