



## Director of Content and Programming



**ORGANIZATION:** Park Avenue Synagogue  
**POSITION:** Director of Content and Programming  
**REPORTS TO:** Senior Rabbi  
**LOCATION:** New York, NY; full-time in-person  
**INFORMATION:** [pasyn.org](http://pasyn.org)  
**TO APPLY:** Please send cover letter and resume as one PDF to [PASDirCP@pbrsearch.com](mailto:PASDirCP@pbrsearch.com) with title format “Last Name First Name – Letter Resume” and complete the Voluntary Self Identification [form](#). This will assist us in improving our hiring practices and ensuring equal opportunities. Participation is voluntary and will not affect your candidacy in any way.

## **BACKGROUND**

Park Avenue Synagogue (PAS) is a dynamic and growing Jewish community shaped by deeply engaged clergy, congregants, staff, and Board leadership. Guided by its mission to inspire and educate people to live passion-filled Jewish lives, PAS traces its history to 1882 and today ranks among the largest and most vibrant congregations in North America. More than 2,000 member families anchor the community at its Upper East Side campus, while a robust virtual platform extends PAS’s reach far beyond New York, connecting thousands of additional participants to its dynamic digital programming.

Rooted in Jewish tradition, PAS pairs religious depth with innovation and a commitment to excellence. Supported by more than 180 talented clergy and staff, the synagogue advances Rabbi Elliot Cosgrove’s vision through three core pillars: prayer, community, and learning. PAS offers a rich array of worship services, life cycle events, and renowned liturgical music, alongside comprehensive educational programming spanning early childhood through adulthood. A deeply committed membership and strong financial foundation position PAS not only to thrive in a changing environment, but to help shape the future of Jewish communal life.

## **POSITION**

Park Avenue Synagogue seeks a strategic, creative, and execution-oriented leader to serve as its Director of Content and Programming (DCP). Reporting to the Senior Rabbi, the DCP will set the vision and direction for adult education and engagement, stewarding a robust portfolio of offerings that support and enhance the intellectual and spiritual life of the community, while driving innovation, growth, and measurable impact in a rapidly evolving Jewish communal landscape.

PAS delivers a wide array of educational, spiritual, and cultural experiences, from classes and lecture series to immersive Shabbatonim, Shabbat dinners, and curated travel. The DCP will evaluate and strengthen this portfolio, identifying opportunities to deepen engagement, broaden participation, and enhance quality across both in-person and digital platforms. The DCP will play a central role in shaping PAS’s integrated in-person/digital strategy, ensuring that content is compelling, mission-aligned, and responsive to the needs of both members and a broader virtual audience.

As a key thought partner to senior leadership, the DCP will assess the competitive and collaborative landscape of Jewish content providers, cultivate strategic partnerships, and position PAS as a premier convener of Jewish learning and community. Working closely with clergy and programmatic colleagues,

the DCP will drive alignment, operational excellence, and continuous improvement, advancing PAS's role as a leading institution in contemporary Jewish life.

## **RESPONSIBILITIES**

### **Strategic Leadership**

- Be an active and trusted member of the PAS leadership team. Work with clergy, senior lay leaders and staff to articulate a strategy on why and how to expand PAS's reach through meaningful engagement with its members and the larger community through dynamic content and programs.
- Ensure that PAS programs are appealing to a wide range of audiences and scheduled to maximize participation and attendance, both in-person and, where appropriate, through digital platforms.

### **Program and People Management**

- Lead the adult learning and programming department, which oversees a travel education program, an annual Shabbaton learning weekend (typically involving a scholar-in-residence and other prominent speakers), a keynote speaker series, the Florence Melton program, study circles, and more.
- Develop new and interesting opportunities for both in-person and online learning. Envision and implement a standout, mission-driven and organizationally aligned suite of programs and events. Bring the ideas to life with administrative and operational excellence.
- Collaborate with senior leaders to build a sustainable financial model for the department, including opportunities for financial support for specific programming; lead the annual budgeting process for relevant programs.
- Supervise, motivate, mentor, and develop a team working in support of adult programs.
- Collaborate closely with the communications team, clergy and lay leadership to spread the word about adult programs and to increase engagement.

### **Partnerships**

- Act as the main staff contact (or manage the staff who are) for a variety of PAS committees involved in or affected by content and programming, such as the Adult Engagement Committee, Women's Network, Men's Club, and committees focused on social action (Tikkun Olam) and the arts.
- Leverage, identify, and grow partnerships with external organizations to amplify programs and reach a wider audience.

## **QUALIFICATIONS**

### **Experience**

- 10+ years of experience in relevant or related field(s), with at least 7 years in a senior leadership role
- Deep experience setting and realizing an ambitious strategy for community-based, responsive, innovative programs
- Track record collaborating with senior leaders to generate and incubate ideas, working effectively with a large, cross-functional team, and supervising a team responsible for developing and executing ideas with operational excellence
- Prior experience building and managing external partnerships that had a direct impact on the quality of programming and level of engagement with a community
- Credible connectivity and experience working with thought leaders and experts relevant to PAS's adult programming and community

### **Personal Attributes**

- Dynamic, positive, and results-oriented; thrives in a fast-paced environment
- Flexible and nimble; able to pivot smoothly as needed to keep pace with current events (in the world broadly and at the synagogue itself)
- Proactive, innovative, and solution oriented: forward-thinking and creative, willing to think “outside the box” while also knowing how to operate within given parameters of time and available resources
- Vision-driven and high energy, but low ego; has a highly collaborative approach that is anchored to organizational priorities and works in service of the organization’s mission
- Exceptionally detail-oriented and focused on excellence
- A demonstrated commitment to Jewish values and traditions, both intellectually and spiritually, with a finger on the pulse of the PAS community and the larger Jewish world
- A clear and compelling communicator, both verbally and in writing

### **COMPENSATION**

- Anticipated salary is \$225K to \$250K, commensurate with qualifications and experience; the salary of the finalist selected for this role will be set based on a variety of factors, including but not limited to departmental budgets, qualifications, experience, education, licenses, specialty, and training. The above hiring range represents PAS’ good faith and reasonable estimate of the range of possible compensation at the time of posting.
- Comprehensive and competitive benefits include participation in the synagogue’s health insurance plan, health savings account, defined contribution plan, and 20 days annual vacation in addition to other paid leave.

***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, Park Avenue Synagogue encourages you to apply.***

***Park Avenue Synagogue 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. Park Avenue Synagogue will provide reasonable accommodations for qualified individuals with disabilities.***