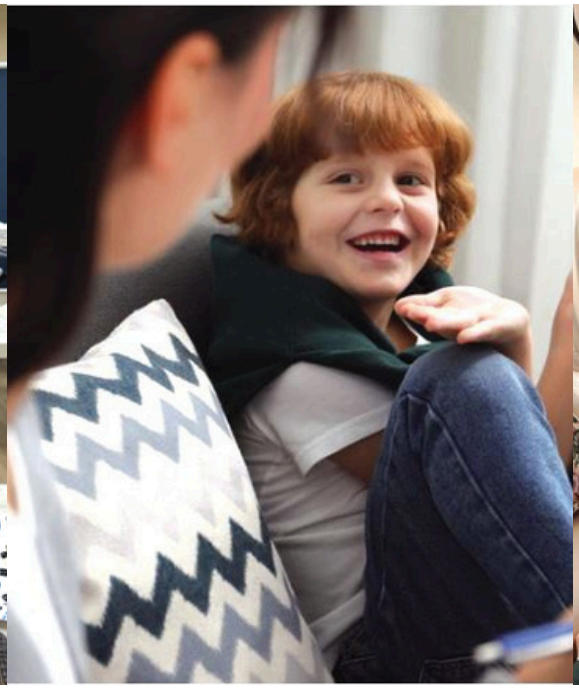


Chief Executive Officer

Alpert Jewish Family Service

West Palm Beach, Florida

Salary: $325,000+

drg talent consulting experts

JFS 50 Years
Ferd & Gladys Alpert Jewish Family Service of Palm Beach County

About Palm Beach County

Palm Beach County is home to a dynamic, growing, and highly engaged Jewish community with deep philanthropic traditions and strong communal institutions. The community is one of the fastest growing Jewish communities in the country, deeply rooted in tradition while also embracing growth, innovation, and inclusivity across generations. The Jewish Federation, Mandel JCC, synagogues, day school, cultural organizations, and charitable efforts create a vibrant network that supports both Jewish life and the broader community. The dedication to education, philanthropy, and mutual care is visible in everything from communal celebrations to tikkun olam. Together, these elements make the Jewish community in this region an inspiring example of resilience, connection, and shared purpose.

About Jewish Family Service

Founded in 1974, Alpert Jewish Family Service (Alpert JFS) is a 501(c)(3) nonprofit organization dedicated to strengthening and enriching the lives of individuals and families throughout Palm Beach County and the greater South Florida region. Alpert JFS delivers a continuum of high-quality, client-centered programs that support:

- Children, families, and caregivers
- Older adults and aging populations, including Holocaust survivors
- Individuals with disabilities and special needs
- People experiencing mental health, economic, or life challenges

Alpert JFS's mission is to strengthen the community by empowering individuals and families through comprehensive human services, grounded in compassion and guided by Jewish values:

COMPASSION: We treat everyone with empathy, kindness, and respect.
EMPOWERMENT: We strive to provide clients, staff, and volunteers with the support to reach each person's individual potential.
COMMUNITY: Our success will be the result of the collective efforts of our staff, volunteers, donors, and community partners.
EXCELLENCE: We hold ourselves accountable to strive to exceed relevant standards, learn through continuous improvement, and celebrate our successes.
JEWISH PRINCIPLES: Inspired by Jewish values, our actions are guided by principles of justice, honesty, integrity, and the pursuit of a better world.

The Position

Alpert JFS seeks a visionary, strategic, and relationship-driven Chief Executive Officer to lead the organization into its next chapter of growth and community impact. The CEO will foster a strong foundation of clinical excellence, financial stability, and community trust while guiding the organization through an increasingly complex social service and philanthropic environment.

The CEO will report to the Board of Directors and will work closely with senior leadership to strengthen governance, expand impact, and steward Alpert JFS's long-term vision. In the first 12-36 months, the CEO will focus on the following priorities:

The Position (cont.)

1. Establish Direction

Vision and values: Distill and articulate a clear, compelling narrative about who Alpert JFS is and what it does – one that captures the full breadth of programs and resonates across stakeholders – while affirming a shared sense of purpose and identifying opportunities for innovation and growth.

Culture strengthening: Champion a collaborative, trust-based culture rooted in transparency, respect, and shared accountability.

2. Strengthen Governance & Leadership Infrastructure

Elevate governance: Partner with the Board to strengthen structure, engagement, and committee effectiveness, supporting strong governance and strategic oversight.

Advance internal operations: Optimize management structure, enhance communication, and ensure staffing capacity to support mission delivery.

Attract and retain top talent: Recruit, develop, and invest in a high-performing team that reflects the organization's mission and ambitions.

3. Plan for Sustainable Growth & Impact

Strategic planning: Lead the development of innovative 1-, 3-, and 5-year plans aligned with community demographics, diversified revenue streams, and regular assessment of programs and initiatives.

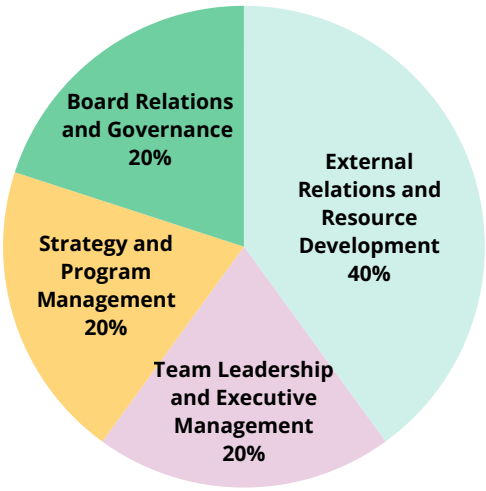
Fundraising and outreach: Elevate Alpert JFS's visibility through stronger marketing, storytelling, and donor engagement, positioning the organization as a vital community resource.

4. Deepen Community Engagement & Partnerships

Build collaborative partnerships: Strengthen relationships across agencies, Jewish Federation, and regional leaders, prioritizing collaboration, shared impact, and community-wide benefit.

ROLE OVERVIEW

Team Leadership and Executive Management



- Align leadership and staff with organizational priorities and strengthen the organizational structure to support long-term sustainability.
- Build and maintain effective and trusting relationships with the Alpert JFS senior management team and long-serving staff. Encourage and empower staff to ensure professional excellence and high-quality standards and promote teamwork and collaboration.
- Foster a trusting, transparent, and collaborative environment that empowers staff and drives the achievement of strategic and program objectives.

External Relations and Resource Development

- Serve as a leader in the Jewish community and the broader social service sector on behalf of the communities which Alpert JFS serves. Foster strong relationships and engage and work effectively with partner agencies to achieve shared goals.
- Champion multi-channel resource development to support Alpert JFS's operations and long-term goals; continue leveraging strong private funding to maintain flexibility and resilience.
- Engage younger donors and cultivate the next generation of financial supporters.
- Work closely with the board and development team to drive revenue growth through grants, donors, partners, and individual supporters.
- Foster a culture of creativity to identify and pursue new revenue streams.

Strategy and Program Management

- Execute the current strategic plan (through 2028) and later partner with the Board and staff on a new strategic plan, setting a clear vision and priorities for the organization's future.
- Assess programs for impact, management capacity, and financial performance.
- Respond to a rapidly changing external environment by adjusting and adapting programs and to better meet the evolving needs of the community.
- Collaborate with the Board of Directors to drive innovation and to develop strategic, financial, and operational plans that ensure the organization's sustainability.
- Ensure a budgeting process that provides accountability while supporting programming needs and flexibility. Ensure that financial planning and oversight protect and optimize Alpert JFS's assets.

Board Relations and Governance

- Partner closely with the Board of Directors to strengthen governance practices, define and strengthen roles, and ensure effective fiduciary and strategic oversight.
- Collaborate with governance and nominating committees on efforts to recruit, onboard, and develop a diverse, high-performing Board reflective of the community, mission, and future needs of the organization.
- Provide ongoing education and resources to strengthen board members' understanding of programs, finances, philanthropy, and community impact.

THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Drives Vision and Strategy	Drives Results	Resourcefulness
Painting a compelling picture of a vision and seeing ahead to future possibilities and translating them into breakthrough strategies.	Consistently achieving results, even under tough circumstances.	Securing and deploying resources effectively and efficiently.
Balances Stakeholders	**Attracts Talent and Builds Effective Teams**	**Instills Trust**
Anticipating and balancing the needs of multiple stakeholders in a diplomatic fashion.	Attracting and selecting the best talent and building strong teams that apply their diverse skills and perspectives to achieve common goals.	Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Additional Qualifications

- **Transformational nonprofit leader:** Proven ability to lead through change, manage transitions, and make decisions with integrity and empathy.
- **Strategic, innovative & entrepreneurial executive:** Business-minded leader who drives innovation, builds sustainable models, and scales mission impact.
- **Fundraising & revenue expertise:** Compelling storyteller who inspires donors and grows diversified revenue, including major gifts, grants, government contracts, and fee-for-service funding.
- **Human services knowledge:** Strong understanding of mental/behavioral health, social services, and compliance-driven government-funded programs.
- **People-centered culture builder:** Authentic, approachable leader who listens well, values feedback, motivates teams, and leads with humility and transparency.
- **Visible community ambassador:** Highly relationship-driven and extroverted; deeply connected to Jewish values and culture and comfortable serving as a public-facing leader.

WHO WE ARE

Work Environment

The CEO position is full-time, salaried, and exempt, based in the West Palm Beach office. Standard working hours are weekdays from 9:00 a.m. to 5:00 p.m., with flexibility required for evening and weekend responsibilities as needed.

Our Commitment to Values

Alpert JFS is committed to ensuring equal opportunity and participation of its volunteers, employees, and applicants for employment consistent with applicable federal, state, and local laws. Alpert JFS's policy is to accord each employee, volunteer, and applicant for employment equal treatment with respect to all terms, conditions, and privileges of employment, including recruitment, selection, placement, and opportunities for advancement.

Alpert JFS encourages and welcomes diversity. We are an equal opportunity employer. Applicants are considered for employment without regard to race, creed, color, religion, national origin, sex, age, disability, marital status, sexual orientation, status as a veteran or any other basis prohibited by local, state, or federal laws.

COMPENSATION AND BENEFITS

Salary

$325,000+

Benefits

- Comprehensive medical (Florida Blue), vision (Mutual of Omaha) and dental (Mutual of Omaha) with individual/couple/family plans; Health Reimbursement Account with eligible plan
- Flexible Spending Account for healthcare
- Basic Life & AD&D and long-term disability
- Employee Assistance Program
- Retirement savings 403b plan
- Three weeks' paid vacation (increases to four weeks with tenure) and paid sick time
- Annual holiday schedule, including federal and Jewish holidays, plus floating holidays

TIMELINE AND NEXT STEPS

If you are interested in this position, please click here. All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all the qualifications outlined above.

Sarah Raful Whinston
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Natalia Kepler
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Submit an application

drg talent consulting experts

JFS 50 Years
Ferd & Gladys Alpert Jewish Family Service of Palm Beach County