



Senior Director of Education

Temple Judea

Coral Gables, FL

Salary: \$130,000 - \$150,000

The Organization

Founded in 1948, Temple Judea is a vibrant Reform Jewish congregation in Coral Gables, Florida, known for its warm, welcoming, and inclusive culture. Located on a beautiful campus across from the University of Miami, Temple Judea is among the largest and most dynamic Reform congregations in the Southeast. The congregation embraces individuals and families wherever they are on their Jewish journey, fostering a strong sense of belonging through meaningful worship, lifelong learning, and deep community engagement. A diverse membership, including interfaith and LGBTQ+ families, contributes to a rich congregational life where authentic relationships and multigenerational connections are highly valued.



Temple Judea benefits from the stability and vision of long-tenured clergy and professional leadership. Supported by dedicated clergy, musicians, educators, and staff, the congregation creates inspiring worship experiences, meaningful pastoral relationships, and vibrant community connections. Strong partnerships throughout Greater Miami, including civic and interfaith relationships in Coral Gables, reinforce Temple Judea's role as a trusted and influential Jewish institution.

Situated within one of North America's most vibrant and growing Jewish communities, Temple Judea serves as a central hub for Jewish life in South Florida. Greater Miami's diverse Jewish population, including families from across the United States, Latin America, Israel, and beyond, creates significant opportunities for engagement, education, philanthropy, and community building.

Education is at the heart of Temple Judea's mission. Through innovative programs for children, teens, adults, and families, the congregation fosters curiosity, connection, and Jewish engagement. These experiences inspire lifelong learning, strengthen connections to Jewish tradition, Israel, and Jewish values, and help build lasting relationships within the community.

Temple Judea's collaborative and deeply relational culture extends to both the congregation and staff. Long-tenured team members provide continuity, trusted relationships, and a strong foundation for growth. Staff describe the workplace as supportive, family-like, and driven by a shared commitment to hospitality, excellence, and community. Financially strong and positioned for the future, Temple Judea combines a history of philanthropic success with a willingness to innovate.

The Position

Temple Judea seeks a Senior Director of Education to serve as the congregation's chief educational leader and integrator. This role provides strategic oversight and leadership across a diverse educational ecosystem spanning early childhood through adulthood and serves as a core member of Temple Judea's senior leadership team. The Senior Director of Education partners closely with the Senior Rabbi, Executive Director, lay leadership, and a strong team of 3 education directors to ensure that educational vision, congregational strategy, and community experience are aligned, coherent, and sustainable. This position is well suited for a seasoned leader who excels at systems leadership, supervising senior professionals, and guiding organizations through complexity and change.

Strategic Leadership & Vision

- Serve as a strategic thought partner to the clergy, translating vision, values, and priorities into meaningful curricula, educational programs, and learning experiences.
- Shape, implement, and evaluate a cohesive congregation-wide educational strategy that advances Temple Judea's mission as a House of Learning, Gathering, and Worship.
- Ensure continuity, cohesion, and clear transitions across educational stages, establishing shared goals, learner outcomes, and frameworks from preschool through adult education.
- Stay abreast of emerging trends and best practices in education, introducing innovative approaches and programming that resonate with today's children, families, and learners.
- Ensure continuous improvement through strategic review, adaptive leadership, and data-informed reflection on program effectiveness and community needs.
- Champion lifelong Jewish learning by creating meaningful pathways for engagement across every stage of the congregational lifecycle.



Leadership & Talent Development

- Provide leadership, coaching, mentorship, and professional development for educational directors and faculty, fostering a culture of excellence, growth, accountability, collaboration, and continuous learning.
- Cultivate a highly collaborative and mission-driven educational culture that promotes innovation, accountability, and shared ownership.
- Create an environment where educators feel empowered to take thoughtful risks, learn from experience, and continuously improve their practice.
- Partner with the Executive Director and Human Resources leadership to support directors in talent management, performance coaching, employee relations, and professional growth.
- Oversee systems for supervision, evaluation, and professional learning while advocating for educator excellence, professional respect, and the conditions educators need to do their best work.
- Support directors in navigating complex personnel, family, and community situations, serving as a trusted advisor during challenging conversations and high-stakes scenarios.

Program & Curriculum Oversight

- Guide and support curriculum development across all educational programs, ensuring quality, relevance, consistency, and educational excellence.
- Oversee the educational portfolio, including Margaux School (pre-school), Religious School, Club Judea (after-school program), B'nai Mitzvah, and Adult Education programs.
- Ensure that Margaux School's Reggio Emilia-inspired educational philosophy is thoughtfully implemented and reflected in curriculum design, learning environments, educator development, and family engagement.
- Lead and steward Adult Education, creating innovative and engaging opportunities for lifelong Jewish learning.

Program & Curriculum Oversight (cont.)

- Partner with clergy and senior leadership on family education, Shabbat, holidays, lifecycle learning, Israel education, and Jewish identity development, preparing students to navigate college and adulthood as knowledgeable and engaged Jewish adults.
- Develop strategies that strengthen teen engagement and retention, including connections to URJ camps and immersive teen experiences that support continued participation beyond B'nai Mitzvah.
- Ensure that every learner is known, supported, and connected to caring adults through intentional educational design and relationship-centered practice.



Financial & Operational Stewardship

- Oversee the financial health, sustainability, and resource allocation of all educational programs.
- In partnership with education directors and under the supervision of the Executive Director, support the development and assessment of budgets, enrollment strategy, tuition structures, funding priorities, and program performance, helping inform recommendations presented to the Budget Committee, Endowment Board, and lay leadership.
- Serve as a liaison to synagogue leadership and the Board on educational strategy, enrollment trends, financial matters, and program outcomes.
- Ensure the long-term financial sustainability and success of Margaux School, balancing enrollment growth, program quality, and investment in exceptional educators.
- Partner with the Executive Director to maintain the safety, security, and compliance of educational programs through effective policies, protocols, risk management practices, and adherence to DCF (Florida Department of Children and Families) and NAEYC (National Association for the Education of Young Children) requirements.

Community Engagement & Organizational Partnership

- Maintain a visible, hands-on leadership presence, sharing responsibility with educational directors during key programs, events, and community touchpoints.
- Collaborate on enrollment strategy, educational communications, marketing initiatives, and growth objectives in partnership with key stakeholders, including the Director of Marketing and Communications.
- Partner with senior leadership to strengthen the education-to-membership pipeline, leveraging educational engagement as a driver of congregational connection, retention, and growth.
- Build and sustain strong relationships with families, clergy, staff, lay leaders, and congregants to ensure an exceptional and integrated educational experience.

Community Engagement & Organizational Partnership

- Work collaboratively across departments to advance Temple Judea's strategic priorities and enhance the overall congregational experience.
- Represent Temple Judea in relevant professional networks, including ARJE (Association of Reform Jewish Educators), ECE-RJ (Early Childhood Educators of Reform Judaism), and CAJE-Miami (Center for the Advancement of Jewish Education), while encouraging professional engagement and leadership development among educational directors.

Synagogue Size	Margaux School	Religious School	Club Judea	Direct Reports
700 Households	120 Students	190 Students	90 Students/semester	3

The Ideal Candidate

The ideal candidate for the Senior Director of Education position possesses the following competencies:

Communicates Effectively

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Collaborates

Building partnerships and working collaboratively with others to meet shared objectives.

Instills Trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Builds Effective Team

Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.

Plans & Aligns

Planning and prioritizing work to meet commitments aligned with organizational goals.

Ensures Accountability

Holding self and others accountable to meet commitments.

About You

You are a warm, relationship-centered educational leader who combines strategic vision with thoughtful execution and a deep commitment to Jewish learning and community. You build trust, develop people, and foster a culture of collaboration, accountability, and Hakarat HaTov (recognizing the good).

You are an engaging communicator who connects authentically with diverse audiences and serves as a compelling ambassador for Temple Judea and its educational programs. Curious, innovative, and resilient, you embrace new ideas, navigate change effectively, and balance long-term vision with day-to-day operational excellence.

Most importantly, you are passionate about creating meaningful Jewish educational experiences and cultivating welcoming, relationship-centered connections with students, families, staff, and the broader congregation.



Additional Qualifications

- Minimum of 5 years of senior educational leadership experience, with a demonstrated ability to lead complex organizations, systems, or multi-faceted educational programs.
- Minimum of 5 years of experience supervising, mentoring, and developing professional staff, with a demonstrated track record of building high-performing teams and fostering a culture of growth, accountability, and collaboration.
- Deep commitment to Jewish learning and a strong understanding of Jewish education, curriculum development, and contemporary educational practices, including approaches to teaching Israel and Holocaust education.
- Classroom teaching experience and a demonstrated appreciation for the experiences, opportunities, and challenges faced by educators.
- Experience overseeing budgets, enrollment management, and program resources, with a focus on strategic planning, operational excellence, and long-term sustainability.
- Demonstrated ability to build and maintain effective partnerships with boards, committees, volunteers, and other key stakeholders, leveraging strong communication and relationship-building skills to engage, inspire, and influence diverse constituencies.
- Track record of aligning diverse programs, departments, age groups, and stakeholders around shared goals, measurable outcomes, and organizational priorities.
- Advanced degree in Jewish Educational Leadership, Education, Nonprofit Management, or a related field preferred.
- Hebrew language fluency is not required.

■ Compensation and Benefits

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Salary

\$130,000 - \$150,000

Benefits

- Comprehensive healthcare benefits.
- 10% employer pension contribution.
- Generous PTO and paid family leave.
- Professional memberships and conference support.
- Relocation assistance and tuition benefits for eligible programs.

● 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. If you are selected to move forward for an initial screening call, we expect you to hear from us by November.

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