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ENCOUNTER



Executive Vice President

Encounter

New York, NY

Background

About Encounter

Encounter is a leading educational organization that prepares Jewish leaders in Israel and the United States to engage the Israeli-Palestinian reality firsthand. Its work includes immersive leadership intensives, sustained learning, and an ongoing alumni network. Founded in 2005, with offices in Jerusalem and New York, Encounter is one of the few organizations that works with Israeli and American Jewish leaders and Palestinian civil society leaders.

The Position

Encounter seeks an operationally sophisticated, business-oriented leader to serve as its first Executive Vice President (EVP) at a moment of significant organizational growth.

Reporting directly to the CEO, the EVP is responsible for translating Encounter's vision and strategy into disciplined organization-wide planning and execution. The EVP manages senior leaders and drives accountability across Encounter's core functions: Finance and Operations; Israel-based programs and operations; and U.S. Jewish Engagement and Education. The EVP also works closely with Advancement to translate fundraising strategy into an actionable operating plan and ensure strong execution against revenue goals.

Across these functions, the EVP establishes clear goals and measures of success, manages leaders against them, and strengthens the systems, management practices, and infrastructure needed to support Encounter's continued growth and impact.

The Ideal Candidate

The ideal candidate is a seasoned, disciplined operator who translates strategy into execution, manages senior leaders effectively, and builds the systems and practices required for growth. Financially fluent, they use budgets, forecasts, and financial reporting to assess performance, evaluate tradeoffs, allocate resources, and inform decisions.

They are decisive and action-oriented, able to drive work forward in a complex, fast-changing environment without waiting for every variable to be resolved. They know when deeper analysis is needed and when there is enough information to act.

They have significant experience partnering with a fast-paced, highly engaged CEO, translating ideas and priorities into clear plans and follow-through while knowing what to own independently and what requires the CEO's attention. They bring exceptional emotional intelligence and self-awareness, strong independent judgment, and the adaptive leadership skills to lead through change and hold people accountable for results.

Key Responsibilities

Organizational Leadership & Strategy

- Serve as the CEO's primary operational partner, translating organizational strategy into priorities, plans, and results.
- Lead annual planning, establishing organization-wide priorities, goals, and measures of success aligned with the CEO's vision.
- Manage senior leaders and hold them accountable for performance against agreed-upon goals.
- Ensure alignment and coordinated execution across functions and between the U.S. and Israel teams.
- Bring a business-minded lens to decisions about growth, scale, revenue, and organizational capacity.
- Identify and act on opportunities to strengthen organizational performance and scalability.
- Plan and set agendas for all-staff meetings and retreats.

Operations & Organizational Effectiveness

- Establish the management rhythms, performance measures, and reporting needed to track progress, surface risks early, and drive accountability.
- Drive execution across functions and geographies, resolving obstacles, clarifying ownership, and intervening when work is off track.
- Strengthen systems, processes, and decision-making structures where they will improve performance and scalability.
- Ensure cross-functional priorities are effectively coordinated while maintaining clear ownership and avoiding unnecessary bottlenecks.
- Build the organizational capacity and infrastructure required for growth while preserving speed, flexibility, and accountability.

Financial Leadership

- Use financial information to inform management, strategy, resource allocation, and organizational decision-making.
- Provide executive oversight of budgeting, forecasting, cash flow, and financial reporting.
- Develop program budgets and financial models to assess growth scenarios, resource needs, and tradeoffs.
- Manage the fractional CFO and bookkeeping firm, ensuring accurate, timely, and decision-useful financial reporting.
- Partner with the Managing Director on finance and administration in Israel, including budgeting, vendors, and audit.
- Ensure strong fiscal stewardship and compliance with legal, regulatory, and governance requirements.
- Support the CEO, Senior Director of Advancement, Finance Committee, and Board with clear financial analysis, planning, and reporting.

Advancement

- Partner with the CEO and Senior Director of Advancement to translate fundraising strategy and revenue goals into a clear annual operating plan.
- Drive accountability against the plan, including goals, timelines, benchmarks, and contributions from staff across the organization.
- Ensure revenue forecasts, advancement budgets, and fundraising reporting are integrated with organizational planning and finance.
- Strengthen the systems and cross-functional coordination required to support philanthropic growth.

Key Responsibilities (Cont.)

People, Performance & Culture

- Establish strong people-management practices across the organization, including hiring, onboarding, performance management, and professional development.
- Lead the annual performance review process and support senior leaders in setting clear expectations, providing effective feedback, and addressing performance issues.
- Oversee HR policies, compensation administration, benefits, and the employee handbook, in alignment with policies approved by the CEO and Board.
- Strengthen organizational culture, communication, and cohesion across the U.S. and Israel teams.

Israel and U.S. Programs

- Manage the Managing Director (Israel & Program Operations) and Chief Education Officer (U.S. Jewish Engagement and Education) against annual strategies, goals, and measures of success.
- Ensure programs are effectively planned, resourced, coordinated, and delivered to standard.
- Strengthen collaboration and shared accountability across programs, functions, geographies, and time zones.

External Representation

- Represent Encounter, when appropriate, with donors, partners, and community leaders.
- Engage credibly in conversations about Israel, the Israeli-Palestinian conflict, and Jewish communal life.

Qualifications

Required Experience

- 10–15 years of progressively senior leadership experience in nonprofit, educational, or other mission-driven organizations.
- Significant experience leading across multiple organizational functions, including operations, finance, programs, and people management, and partnering closely with advancement.
- Demonstrated experience working as a close partner to a CEO or other senior executive.
- Proven success translating strategy into operating plans, building effective management systems, and driving execution and accountability.
- Experience leading organizations or teams through significant growth and change.
- Strong financial fluency, including budgeting, forecasting, financial analysis, and resource allocation.
- Experience managing senior leaders and high-performing teams, ideally across multiple countries or geographies.

Leadership Competencies

The successful candidate will be:

- Decisive and pragmatic, with the judgment to know when deeper analysis is required and when it is time to act.
- Steady and composed under pressure, with the confidence to make difficult decisions and address hard issues directly.
- Exceptionally emotionally intelligent and self-aware.
- Comfortable with productive tension and able to hold senior leaders accountable while building trust.
- Entrepreneurial and adaptable, with a strong bias toward action and results.
- A clear, credible communicator across diverse audiences.
- A leader who takes ownership, follows through, and keeps the organization moving.

Compensation and Benefits

The starting salary is $200,000, with opportunity for growth as the organization expands. Encounter offers a comprehensive benefits package.

Timeline and Next Steps

Interested candidates should submit a resume and cover letter. All applicants will receive an email confirming receipt. We encourage candidates of all backgrounds to apply, even if they do not meet every qualification.

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Submit an application

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