

VICE PRESIDENT FOR  
EDUCATION



## THE OPPORTUNITY

The Anti-Defamation League (ADL) invites nominations and applications for its Vice President for Education (VP) position. This is a compelling role that will require a passionate education leader dedicated to the delivery of anti-bias and antisemitism education through multiple distribution channels. Reporting to the Senior Vice President for Programs, they will manage the Community Support Center through four direct reports and will have overall responsibility for a distributed team of approximately 30 education staff, reporting to the Community Support Center.

The VP will be responsible for refining, implementing, and communicating a strategic vision for ADL Education to ensure that the quality and integrity of programs, content, measurement, and evaluation of impact; position ADL as a leader in the field of anti-bias and antisemitism education; and effectively advance ADL's mission to combat bigotry in all its forms. The VP will oversee the development and distribution of a portfolio of products and programs that focus on anti-bias, antisemitism, and Holocaust and genocide education for K12 and campus/university audiences.

The VP will serve as a key member of the Programs Division leadership team and is also responsible for close collaboration with different ADL departments, especially Growth (Regional Operations, Marketing and Development), to ensure educational programs leverage expertise across the organization and have an appropriately broad reach. The VP will also partner with Senior Vice President of Policy on policy issues affecting the teaching of anti-bias, Holocaust and genocide, antisemitism, and related content. The VP will also serve as a subject matter expert and voice of ADL Education both internally and externally.

While the VP's location is flexible, they must be in proximity to a US ADL office.

## ABOUT ADL

ADL is the leading anti-hate organization in the world. Founded in 1913 in response to an escalating climate of antisemitism and bigotry, its timeless mission is to stop the defamation of the Jewish people and secure justice and fair treatment to all. Today, ADL continues to fight antisemitism and all forms of hate using innovation and partnerships to drive impact. ADL's ultimate goal is a world in which no individual or community suffers from bias, discrimination or hate. For more information, please visit: [ADL](#).

ADL CEO Jonathan Greenblatt [bio](#)—an accomplished leader and entrepreneur in the corporate, public, and nonprofit sectors—was recruited to the organization in July 2015. He has injected new energy and brought a bold vision to the agency. Under Jonathan's leadership, ADL is transforming itself, upgrading its capabilities and pioneering new horizons.

# OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

A complex and dynamic organization, ADL Education encompasses both national education programs and those offered in ADL's 26 regions. The new VP will:

- Provide insight, develop strategy, and lead significant structural and programmatic development for ADL's portfolio of technology-enhanced and traditional anti-bias and antisemitism learning offerings.
- Assess programs developed by CSC and in the regions and ensure a level of standardization and high-quality content and delivery while safeguarding opportunities for effective regional customization.
- With significant experience designing and delivering digital programs, ensure that ADL Education identifies new directions and opportunities to build on the quality, reach, and outcomes of programs in the K12 market, within colleges and universities, and workplace spaces.
- Understand the necessary balance between anti-bias and antisemitism programs, their delivery, and their intersectionality.
- Review and assess learning platforms and make technology recommendations that ensure scalable delivery of ADL Education.

## Primary Responsibilities:

- Refine mission and vision for leadership and impact in the field of anti-bias and antisemitism education.
- Expand the reach and impact of ADL's educational programming, fully embracing and leveraging the digital environment.
- Ensure measurement of efficacy and impact of educational programs and products.
- Create a business model for development and distribution of Education products and programs.
- Lead a team of approximately 30 education staff within the Community Support Center (CSC) and work collaboratively with leaders in other ADL divisions to refine and implement a strategic vision for ADL's educational programming that supports ADL's overall strategic vision.
- Manage relationships and communication with five Divisional Education Directors as well as approximately 40 regional education staff (which are part of Regional Operations within the Growth division) to ensure high-quality educational offerings reach a large number of learners.
- Speak with the media, partner organizations, funders, staff, and the overall community to effectively communicate ADL Education's strategic goals, address questions, and represent the organization.
- Actively participate in fundraising efforts through cultivation of supporters and assist Growth colleagues in creating and maintaining donor relationships.
- Cultivate and maintain relationships with strategic partners, key donors, and other critical stakeholders.
- Navigate internal ADL priorities with external priorities of largely school-based audience.

## Experience and Personal Qualities

- A proven record of strategic development and implementation, agile leadership and management required.
- Progressive experience in the fields of education, business, social justice, and management required.

- Demonstrated skill and success in the development and delivery of educational programs and products for educators and students required.
- Experience leading, supervising, and collaborating across disciplines in a distributed organization required.
- Experience leading digital transformations preferred.
- Leadership experience in a metrics-driven environment preferred.
- Demonstrated success driving organizational culture change, business development, and fundraising a plus.
- Experience or familiarity with K12 or higher education environments and effective at navigating these environments.
- Experience or knowledge in anti-bias, DEI, and/or adjacent areas of education.
- Experience or knowledge of providing educational content in a digital or remote manner.
- Excellent analytical and organizational skills.
- Highly effective leadership and management skills, including working with a dispersed and virtual workforce
- Superior interpersonal and influencer skills, including a proven capacity for developing and maintaining relationships with diverse stakeholders and the ability to fundraise.
- Flexible, able to pivot and respond to shifting priorities.
- Ability to work with diverse groups of people and constituents, manage conflict and problem solve in a timely manner.
- Strong interpersonal skills including communication, collaboration, authentic caring and concern, patience, and flexibility.
- Highly effective communication skills, including public speaking and the ability to adapt to and meet the needs of different audiences.
- Passionate about education and the role education can play in fulfilling ADL's mission.
- Creative problem solver and innovator with entrepreneurial spirit.
- Strong alignment with ADL mission of fighting antisemitism and securing civil rights and fair treatment for all people.

#### Education:

- BA/BS or equivalent experience is essential. An advanced degree in Education or an MBA/MPA preferred.

## ADL COVID-19 PROTOCOL

ADL COVID-19 Protocol (updated periodically): ADL is adhering to CDC, State, Local, and Federal orders regarding COVID-19. ADL will require that all employees are vaccinated with exceptions for medical and religious accommodations. ADL may require proof of vaccination. This role will start as a remote position but may transition to a hybrid environment when offices reopen. While location is flexible, the VP must be in proximity to a US ADL office.

## APPLICATION PROCESS

ADL will begin reviewing applications in late November and will continue until the position is filled. For best consideration, applicant materials should be received by December 10, 2021. All inquiries and applications will be received and evaluated in full confidentiality. Applications from persons in underrepresented groups are highly encouraged.

Application materials should include:

A letter of interest

A complete CV or résumé, and

Three professional references with emails, telephone numbers, and a description of the candidate's professional relationship with each reference listed (references will not be contacted without prior written authorization from the applicant).

Application materials should be submitted electronically to: [ADLEducation@agbsearch.com](mailto:ADLEducation@agbsearch.com)

## AGB SEARCH

Advancing Higher Education Leadership

For inquiries and nominations, please contact:

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Ms. Anne Hoffman, Executive Search Associate, [anne.hoffman@agbsearch.com](mailto:anne.hoffman@agbsearch.com)

## ADL IS AN EQUAL OPPORTUNITY EMPLOYER

ADL values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. ADL is an equal opportunity employer. Recruitment, hiring, promotions and other terms, conditions and privileges of employment shall be maintained in a manner which does not discriminate on the basis of age, race, creed, religion, color, national origin, sex, sexual orientation, gender expression, marital status, physical or mental disability, veteran status, or military status, or in violation of any applicable Federal, state, or local laws.