

**Friends of the Israel Defense Forces**  
**Vice President of People and Culture**

New York, New York



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### About Friends of the Israel Defense Forces

Friends of the Israel Defense Forces (FIDF) is a humanitarian nonprofit that provides life-changing support for the courageous young men and women of the Israel Defense Forces (IDF). We transform their lives through empowering educational, financial, well-being, and cultural initiatives as they protect the State of Israel and her people. Inspired by them, we strive to champion a culture of courage worldwide, ensuring a secure and thriving Israel today and forever.

Our community of supporters and staff are passionate, courageous, and impactful. Our work is driven by core values that transcend gender, age, political leanings, nationality, and religion. Our vital mission and breadth of programs resonate with a diverse array of supporters from liberal to conservative, orthodox to evangelical – all are welcome!

For more information on FIDF, please visit [www.fidf.org](http://www.fidf.org).

### The Opportunity

Reporting to the Chief Executive Officer, the Vice President of People and Culture will be a forward thinking, empathetic, and strategic leader that will partner with FIDF's board and senior leadership to develop and implement Human Resources best practices positively impacting the staff and culture of the organization. This Vice President will oversee the development and implementation of talent acquisition, management, and retention; foster a culture of compassion and care for staff and a work environment that supports employee engagement and growth; and proactively manage all aspects of Human Resources administration to support a safe and productive working environment.

## Key Responsibilities

- Foster a workplace culture that is consistent with the values of FIDF and be a champion of creating a workplace culture aligned with being an employer of choice and a best place to work.
- Act as a trusted advisor to the CEO and other senior staff on all matters related to culture, people, and the ongoing development of a highly functional team.
- Develop and manage talent acquisition to identify, secure, and onboard team members who are best aligned with FIDF's mission and values to enable long term growth and success of the organization, including developing an efficient talent pipeline.
- Create best in class HR processes and procedures, using data and performance analytics to drive hiring and strategic decisions.
- Create and implement a systematic approach to drive engagement, growth, and retention of all team members to deliver top tier performance.
- Create and implement a performance management system, providing consistent employee evaluations and effective management feedback.
- Establish employee learning and development to foster an environment of continued education and growth.
- Proactively manage all aspects of Human Resources administration to support a safe, fair, and productive working environment.
- Assure both legal compliance and employee protection by mediating employee issues, addressing legal challenges and preempting problems before they arise.
- Compile information related to employee compensation and benefits based on current market data.

## Candidate Profile

The successful candidate will ideally have 8+ years of experience as a strategic Human Resources leader and partner to an executive team, with 5+ years in a senior level HR position. With an astute eye for workforce needs and a passion for people, this individual will have expertise as a thought leader who anticipates future trends and consequences that impact an organization's people and culture and creates strategies and plans accordingly. With a strong executive presence and exceptional influencing and business skills, this confident HR leader will have the professional maturity and interpersonal

savviness to be proactive and establish credibility with staff at all levels. This Vice President will have a passion for building and supporting a diverse workforce and fostering an inclusive culture.

In addition, the ideal candidate will have the following leadership attributes and competencies:

### **Passion for the Mission**

The Vice President of People and Culture will be a passionate and empathetic leader who leads with their values and effortlessly embodies the importance of the mission and work of FIDF. The ideal candidate will bring an entrepreneurial spirit to build upon the long-standing history of the organization while simultaneously developing and promoting a forward thinking, well respected, and effective People and Culture function. Understanding the nuances of leading within an American-Israeli organization, this leader will be excited about the opportunity to lead the organization in defining and celebrating a new culture that is “people first” and focused on equity and inclusion.

### **Human Resource Expertise**

The Vice President of People and Culture will be a thought partner to the senior leadership of FIDF and have extensive knowledge of Human Resources best practices and expertise in implementing strong processes that will support a mission-driven organization. This leader will have a solutions mindset and will bring new ideas to FIDF while possessing the organizational and problem-solving skills needed to efficiently carry out day-to-day operations. The Vice President of People and Culture will have a strong equity and inclusion perspective that will guide their work in developing and implementing HR policies, procedures, and decision-making. This person will have unparalleled personal integrity, discretion, and tact, with clear experience in organizational development, compensation, employee relations, and training and development.

### **Visionary and Strategic Leadership**

The ideal candidate will be a strategic leader and thinker with the ability to transform short- and long-term strategies into immediate goals and initiatives. This leader will oversee the analysis of critical areas of attention, gaining buy-in from employees, and instate proven strategies that proactively address problems with effective solutions. Working closely with senior leadership, the Vice President of People and Culture will have an open, creative, and flexible mindset, and will bring a progressive way of thinking as they think about establishing compelling and effective talent development and management practices.

### **Communication Skills and Relationship Building**



The Vice President of People and Culture will have high emotional intelligence and superior communication skills with the ability to listen and respond effectively to a diverse group of audiences. They will be skilled at building, enhancing, and sustaining excellent relationships throughout the organization in order to unify departments and functions across the organization. The Vice President of People and Culture will have a people-first orientation, be passionate about inspiring and mentoring others, encouraging the best efforts of each employee, and serve as a model of collaborative leadership.

### Change Management

The Vice President of People and Culture will be approachable and interested in engaging with staff and leadership to further establish the organization's culture. This person will have a demonstrated track record of leading, implementing, and communicating change management initiatives, with a keen understanding of how to empower people, influence colleagues, and work across all departments.

## Compensation & Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$180,000 - \$225,000 with a generous benefits package. Benefits include Medical, 403(b) plan with match, paid holiday and vacation time, and educational assistance.

## Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Michelle Bonoan and Jennifer Smith of Koya Partners have been exclusively retained for this search. To express interest in this role, please submit your materials [here](#) or email Michelle and Jennifer directly at [mbonoan@koyapartners.com](mailto:mbonoan@koyapartners.com) and [jsmith@koyapartners.com](mailto:jsmith@koyapartners.com). All inquiries and discussions will be considered strictly confidential.



Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

FIDF is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

## About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).