



JCC Association of North America

Position: Access and Inclusion Specialist for the JCC Community

Department: Program and Talent

Reports to: Vice President, Program and Talent

SUMMARY

Guided by our Jewish values, we commit to building and amplifying a culture of belonging across the JCC Movement where people of all identities and abilities are welcome, have access, are safe, recognized and celebrated.

JCC Association leads and connects the JCC Movement, advancing and enriching North American Jewish life. JCC Association of North America leads and connects the JCC Movement, advancing and enriching North American Jewish life. With 1.5 million people walking through the doors of JCCs (Jewish Community Centers and Jewish Community Camps) each week, the JCC Movement represents the largest platform of Jewish engagement on the continent. JCC Association is the convening organization of this dynamic network, partnering with JCCs to bring together the collective power and knowledge of the JCC Movement, with 12,000 full-time professionals at 172 JCCs across North America plus 41,000 part-time and seasonal professionals. By supporting them, together we enhance and strengthen Jewish life throughout North America.

The Access and Inclusion Specialist for the JCCs of North America will be a community resource, and an area specialist who will partner with service providers in developing, implementing, and monitoring opportunities for inclusion of individuals with disabilities into Jewish learning and living. The position will support JCC professionals working with individuals across the age spectrum, with particular emphasis on children and young adults.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Ensure that our Jewish lenses will guide JCC Association and our Jewish Community Centers to underline the basic belief of including all people in Jewish community life.
- Serve as a central resource, advocate and referral contact for professionals in the field for Jewish Community Centers and Camps
- Work in partnership with JCC community professionals and lay leaders to ensure access in all ways, to all people

- Maintain and strengthen working relationships with JCC professionals, sharing best practices and advancing thought leadership in the field
- Ensure JCC Association departments and working groups promote inclusion support both internally and externally
- Build a structure that will promote the process of reaching the main objectives of the partnership
- Develop a sensitivity and advocacy for inclusion and a shared language
- Determine and employ an evaluation strategy that includes a platform for documentation of the process including knowledge, success stories, case studies, marketing etc.
- Work with the Program and Talent team and Chief Development Officer to identify and have conversations with potential funders.
- Acknowledge throughout the development of the inclusion process that the end goal is a holistic approach to inclusion.
- Represent JCCs of North America at local, and continental forums, organizational meetings and trainings to benefit the growth and enhancement of this service area
- Identify and develop partnerships (Beit Issie Shapiro, local partners, academia, professionals, etc.) and determine what roles they will play in the process and how they will work together.

REQUIRED SKILLS

- Experience with project management and leadership of innovation processes in organizations
- Experience with partnership development and community engagement
- Acceptance and embracing of diversity
- Strong interpersonal skills and a positive attitude
- Solid organizational skills are key to direct this project
- Ability to prioritize and meet deadlines
- Excellent oral and communication skills
- Ability to act independently as well as collaboratively with diverse teams
- Decision-making, good judgment and public relations skills are important
- Experience exercising discretion and confidentiality with sensitive information
- Creativity and the ability to be flexible is necessary
- Desire to continued growth and learning

REQUIRED EDUCATION AND EXPERIENCE

- Master's in special education, social work or related field
- Significant and at minimum five years of experience in implementing programs for people with disabilities
- Expertise regarding community-based disability organizations preferred
- Minimum of three years of experience as an administrator
- Familiarity with the North American Jewish community
- Proficiency in MS Office Suite, and various electronic communication tools
- Grant writing skills preferred