

CHIEF OPERATING OFFICER (COO)

MILWAUKEE JEWISH FEDERATION

MILWAUKEE, WISCONSIN



MILWAUKEE
JEWISH FEDERATION

MJF Mission: Through the development of community-wide financial support, planning and allocations, the mission of the Milwaukee Jewish Federation is to care for the needs of the Jewish people and to build a vibrant Jewish community in Milwaukee, in Israel, and around the world. In fulfilling its mission, the Federation is committed to the principles of Klal Yisrael (the collective unity of the Jewish people), tzedakah (the obligation to care for one another) and tikkun olam (improving the society in which we live).

The Milwaukee Jewish Federation (MJF) has partnered with Spano Pratt Executive Search to identify their new Chief Operating Officer (COO). For a confidential conversation and to learn more about this opportunity, please contact Lindsey Kriete or Lisa Maddox.

Spano Pratt Executive Search

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ORGANIZATION

The Milwaukee Jewish Federation (MJF) is a cornerstone of the Jewish community, leading philanthropic efforts and representing the voice of the Jewish community in greater Milwaukee and Wisconsin. MJF raises more than \$20 million annually and manages more than \$200 million in assets through the Jewish Community Foundation, supporting organizations and initiatives locally, statewide and around the world. From security to antisemitism to Jewish life and education, MJF is responsible for taking care of the most important issues facing the Jewish community at any given moment.

POSITION OVERVIEW

The Milwaukee Jewish Federation is seeking a Chief Operating Officer (COO) to join its team during a pivotal moment of change and growth. This position will serve as the internal partner to the CEO, collaborating closely to develop and implement organizational strategies that align with the mission and priorities. In this role, you will oversee the daily operations of the Federation, ensuring that all functions run smoothly and effectively. You will be responsible for supervising senior staff, managing financial and operational performance, mitigating risk and driving initiatives that enhance productivity and outcomes.

CORE RESPONSIBILITIES

Operational Leadership

- Partner with the CEO to develop organizational strategies that align with mission and vision
- Translate strategic vision into operational plans, objectives, and measurable outcomes
- Monitor and evaluate operational performance, making data-driven decisions to enhance productivity and outcomes
- Drive operational excellence and continuous improvement across all functions of the organization, ensuring effective systems and processes are in place to support the organization's activities and goals
- Identify and mitigate operational risks to ensure the safety and security of the Federation's assets and reputation

Departmental Oversight

- Finance & Administration: In partnership with the CFO, ensure sound financial planning, reporting, risk management and compliance
- Real Estate, Properties and Facilities: Provide overall direction for the management of all Federation-owned properties
- Management Information Systems: Guide IT & data strategy to ensure secure and efficient systems and platforms that support all areas of operations in effectively using data and technology to achieve their goals
- Human Resources: Guide HR strategy to ensure alignment of people practices and resources with strategic and operational goals
- Other departmental oversight TBD (e.g., Wisconsin Jewish Security Network, other programmatic areas)

Strategic Initiatives

- Lead the execution of strategic initiatives and key organizational priorities, including strategic plan and CRM transition
- Oversee cross-functional coordination to ensure alignment across departments and programs

Board & Community Engagement

- Serve as a liaison to select board committees (e.g., Finance, Operations, Audit)
- Support lay-professional partnerships and provide operational insight for governance decisions
- Represent the Federation in community forums and with partner agencies as needed



QUALIFICATIONS & EXPERIENCE

Education And/Or Experience

- Bachelor's degree required; advanced degree (MBA, MPA, JD, etc.) preferred
- Minimum of ten years of experience of progressively responsible senior leadership roles in a business or public service organization, government, or nongovernmental organization; nonprofit leadership experience a plus
- Proven experience managing complex operations, staff, and budgets
- Strong financial acumen
- Strong strategic thinking, project management, and organizational development skills
- Proven ability to translate operational issues and strategies, actionable plans, including process change and technology solutions
- Excellent interpersonal, communication, and leadership skills
- Familiarity with real estate/properties management preferred
- Familiarity with Jewish culture, values, and community dynamics a plus



COMPETENCIES & ATTRIBUTES

Empowering leadership

Guiding, Consultative approach, Leading leaders, Assertive, Self-assured, Diplomatic, Respected, Courageous, Decisive

Cross-functional management

Streamlines internal processes, Aligns different business lines, Facilitates cross-departmental initiatives, Ability to lead diverse teams, Change management, Problem-solving leadership, Decision-making propensity, Establishes clear priorities

Operational Excellence

Business acumen, Implements strategic plan, Creates systems, Departmental oversight, Financial/budgetary oversight, Human Resources, Real Estate / Property management, Compliance oversight, Improves efficiencies

Interpersonal

Ability to connect with staff, Strong interpersonal skills, Listens and assesses the situation, Creates trust, Effective communicator at all organizational levels and with community partners, Builds a strong culture for staff, Fosters an internal environment that values collaboration, innovation, and positive organizational culture

COMPENSATION AND LOCATION

Compensation starts at \$175,000 and includes generous time off and a competitive benefits package. The position is based in Milwaukee, Wisconsin.

To learn more about MJF:

- MJF Impact: <https://www.milwaukeejewish.org/impact/>
- MJF helped build Milwaukee: https://www.youtube.com/watch?v=VZfyXg_AE5o

Location: Milwaukee, WI



In Milwaukee, you'll find urban living and a Midwest ambience combined to provide an ideal work-life balance for modern living. Short commute times, big city amenities, diverse and affordable neighborhoods, below average cost of living, an abundance of natural resources and a nationally recognized education system all come together during an unprecedented time of opportunity and growth. The Milwaukee Region is made up of five counties in southeastern Wisconsin that have a combined population of nearly 1.8 million people.

Sitting on the southwest shore of Lake Michigan, there are numerous beaches with their related activities such as canoeing, paddle boarding, beach volleyball, yoga, sandcastle-making contests, and fishing. Beach-front as well as inland parks cover more than 15,000 acres of land allowing city dwellers to enjoy greenspaces. If you prefer to watch professional sports, Milwaukee is home to the MLB Brewers and NBA Bucks.

Milwaukee is known for its festivals and food scene. The largest festival is Summerfest, a two-week music festival, which brings in close to 900,000 people from across the country to hear their favorite artists and bands. The Milwaukee food scene continues to grow with more options for exotic taste buds and wild appetites from James Beard award winners to Food Halls.

Milwaukee is home to the famous Milwaukee Art Museum, the Milwaukee Public Museum, Discovery World and The Betty Brinn Children's Museum. Milwaukee features an opera company, ballet, and a symphony. With over 15,000 theater seats, the Milwaukee Theater District ranks No. 1 in the United States for the highest number of theater seats per capita.

Greater Milwaukee has one of the most vibrant and inviting Jewish communities in the Midwest, with more than a dozen synagogues of all denominations, preK-12 Jewish education, myriad adult education options, and several kosher eateries.

<http://www.mmac.org>
<http://www.visitmilwaukee.org>



To be considered for this opportunity, please submit a cover letter and resume to:

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