



# Director of Small Group Initiatives

## Overview

Lippman Kanfer Foundation for Living Torah (LKFLT) is working to help people apply Jewish wisdom to thrive and shape a better world. A core part of this work is exploring whether and how peer-led small groups can serve as powerful vehicles for encountering and applying Jewish wisdom in powerful ways.

The Director of Small Group Initiatives will lead this area of investigation, overseeing a portfolio of experiments (grants and internally-led experiments) and helping to translate learning into models, resources, and potential field-wide infrastructure. This role sits at the intersection of research, experimentation, and field-building, and will play a central role in shaping how this work evolves over time.

This role reports to the Chief of Staff in close collaboration with the President and Chief Ideas Officer.

## Our Hypothesis

LKFLT is testing a hypothesis that an ecosystem of peer-led small groups (~10 adults) meeting regularly to engage with, practice, and reflect on relevant, rich, and applicable Jewish wisdom could help people integrate this wisdom into their lives, fostering personal and communal thriving and growth, and inspiring and empowering people to contribute to shaping a better world. These groups may form explicitly to apply Jewish wisdom or for other purposes (e.g., environmental advocacy, social justice, or mah-jong), with Jewish wisdom serving as either a foundation or a source of added meaning for their efforts.

To support this ecosystem and test this hypothesis, we have identified several critical infrastructure needs:

- Training for peer leaders
- Resources, pedagogies, and content tailored for small-group engagement
- Marketing efforts to increase awareness of Jewish-wisdom-centered Jewish living and the small groups model
- Infrastructure, such as web-based services, access to meeting spaces, tools for finding and sustaining groups, and systems to conclude group cycles effectively

This hypothesis is closely tied to the People dimension in the LKFLT 3P Framework, emphasizing the role of relational networks and peer-led connection in fostering vibrant and participatory Jewish life.

## **Key Responsibilities**

The Director of Small Group Initiatives will lead one of the foundation's core programmatic engines: a multi-site initiative designed to explore, test, and refine models of small-group learning and engagement.

Working across a portfolio of active experiments, the Director will synthesize insights, identify patterns, and translate learning into actionable frameworks. The role also includes building a learning community among partner organizations, shaping curriculum and convenings, and contributing to the foundation's broader efforts to share knowledge with the field.

LKFLT is continuously evolving, with team members shifting responsibilities as needed. The successful candidate will be flexible and bring a broad set of skills applicable to an evolving role.

## **Research Oversight & Insight Development**

- Provide strategic oversight of ongoing research efforts, including regular collaboration with research partners
- Monitor and analyze relevant research from the broader field
- Surface key insights and "meta-learnings" that inform internal strategy and partner work

## **Research Synthesis and Application**

- Analyze data and experiences across multiple concurrent experiments (currently 10+, expected to grow to 15+)
- Identify patterns, divergences, and emerging best practices across contexts
- Translate findings into refined hypotheses, frameworks, and insights
- Build systems for ongoing synthesis and learning

## **Community Building & Network Weaving**

- Foster a sense of community and shared purpose among partner organizations
- Facilitate ongoing communication and connection across the network
- Identify and develop new opportunities for collaboration

## **Learning Lab Design & Facilitation**

- Design and lead a monthly Learning Lab for partner organizations
- Engage expert practitioners and thought leaders
- Develop and sequence a responsive learning curriculum
- Facilitate peer learning and partner-led sessions
- Lead in-person convenings as needed

## **Experimentation & Small Group Development**

- Design and run foundation-led small group experiments
- Develop training, tools, and resources for facilitators and participants
- Use pilots to test new approaches and accelerate learning cycles
- Supervise facilitators and ensure quality across experiments

## **Resource Development & Knowledge Management**

- Curate and synthesize internal and external resources
- Build and maintain a library of best practices, tools, and frameworks
- Organize and synthesize partner curricula
- Develop new materials to support partners and advance the initiative

## **Field-Facing Communication**

- Contribute to efforts to share insights with the broader field
- Translate learnings into formats for funders, practitioners, and stakeholders
- Support LKFLT’s broader strategy to share knowledge with the field

## **Grantmaking Support**

- Partner with Grants staff to assess prospective partners
- Contribute to evaluation and renewal decisions

## **Expected Outcomes (3–5 Year Horizon)**

Over time, the Director will transform a portfolio of experiments into a coherent body of knowledge, practice, and potential field infrastructure.

### **Synthesis of Meta-Learnings**

- Develop a clear understanding of what works (and does not work)
- Translate insights into actionable frameworks and guiding principles

### **Development of Scalable Models & Resources**

- Produce high-quality guidebooks, toolkits, training materials, and training programs
- Curate content for diverse audiences and settings

### **Advancement of Experimental Practice**

- Design and run a portfolio of experiments
- Continuously refine approaches based on learning
- Identify what to scale, evolve, or discontinue

### **Creation of a Field-Facing Platform or Initiative**

- Explore future directions (e.g., training institute, resource hub, standalone initiative)
- Help define what this work becomes over time

### **Strategic Clarity & Future Direction**

- Articulate key learnings and future opportunities

- Identify emerging questions and directions

### **Contribution to Broader Organizational Strategy**

- Ensure insights inform other areas of the foundation's work
- Contribute to LKFLT's goal of sharing its learnings with the field

## **Qualifications**

This is a highly self-directed role for someone energized by ambiguity, experimentation, and long-term impact.

We are open to candidates from a wide range of backgrounds. If this role resonates with you—even if your experience does not align perfectly with every qualification—we encourage you to apply.

### **Required**

- Deep familiarity with Jewish wisdom, with the ability to apply it in contemporary contexts
- Strong research and analytical skills, including pattern recognition across complex inputs
- Excellent written and verbal communication skills
- Experience in program or project management across multiple stakeholders
- Proven ability to operate independently in ambiguous, evolving environments
- Ability to synthesize insights and translate them into actionable frameworks
- Comfort using project management and collaboration tools (e.g., Asana, shared documentation systems)
- Experience designing or facilitating people-centered programs, ideally involving small groups, community building, or havurot

### **Education & Experience**

- Bachelor's degree required; advanced degree or equivalent experience preferred
- 5+ years of relevant experience in program design, experimentation, research synthesis, or community-based initiatives

## Work Location & Travel Expectations

This is a hybrid role, with the Director working primarily remotely and spending approximately one week per month in the foundation's Brooklyn office.

Additional travel of approximately 3–4 trips per year is expected.

## Compensation & Benefits

The salary range for this role is \$100,000–\$120,000, commensurate with experience. LKFLT offers a competitive benefits package, including health insurance, retirement contributions, and paid time off.

## How to Apply

Please submit the following materials to Chief of Staff, Sarah Abella, at [sarah@lippmankanfer.org](mailto:sarah@lippmankanfer.org) (subject line: *Director of Small Group Initiatives*):

- Resume or CV
- Cover letter describing your interest and relevant experience

In addition, please respond briefly (a few paragraphs) to the following prompt:

Describe a time when you helped design, run, or evolve a program, initiative, or community effort in an ambiguous or early-stage environment. What was your approach, what did you learn, and how did those learnings shape what came next?

Applications will be reviewed on a rolling basis, with an anticipated start date of July 1, 2026.