



Director of Communications

FAQ's

We value your time as an applicant and have created this document to help answer any questions you may have about the role or Zioness!

THE BASICS

Where is this job located?

Zioness is a remote organization. Our Chief Operating Officer, the supervisor for the Director of Communications role, is located in Los Angeles, CA. Also, a few times throughout the year (team retreats, conferences, out of town events), staff will be asked to travel.

What is the salary range for this role?

This is a full time exempt position, with a salary between \$90,000-110,000, commensurate with experience.

What are the typical working hours?

Given the nature of this role and the organization, hours can vary depending on programming and current events. We are searching for someone who is open to flexible working hours within a fast-paced organization.

What are the benefits?

Fully covered health insurance, ten days of discretionary paid vacation, plus all federal holidays. Employees also receive paid time off for certain Jewish holidays when they land on a weekday. Additionally, Zioness has three months of paid family leave, access to a 403(b) retirement plan, and a \$1,000 yearly tech stipend.



What does the timeline look like?

APPLY (Approx 15-30 mins)	Please complete our application linked here . *The application form must be submitted for consideration.
DEADLINE	Sunday, August 18th at 11:59pm PST
<i>Part 1: Virtual Interviews via Zoom with Josh, COO</i>	Virtual interviews will be with Josh. We will share specific details as the interview day approaches.
<i>Part 2: Virtual Interview via Zoom with Amanda, ED + Josh, COO</i>	The second round of interviews will be with Josh + Amanda. We will share specific details as the interview day approaches.
<i>Part 3: Reference Checks, Offer Extended</i>	Zioness will ask for 3-4 references per finalist, though we often ask for more. We encourage finalists to ask more questions about working at Zioness.

THE ROLE

Who does the Director of Communications report to?

This role reports to the Chief Operating Officer at Zioness.

What is the mission and vision of Zioness?

Mission: Equip and inspire Jews and allies to fight for social justice in the US as proud Zionists.



Vision: A future where American Jews are welcome and valued in the progressive movement without compromising our identities as Zionists. A progressive movement which is diverse, united, powerful, and effective in advancing justice and equity for all.

What does success look like in this role after 12 months at Zioness?

After 12 months at Zioness, the Director of Communications will have successfully onboarded to the organization and will be able to clearly communicate the nuance of Zioness' mission. They will have properly developed the Zioness voice reflected in our materials and social media, understand how Zioness is distinguished from other Progressive and Zionist organizations, and will have developed relationships with earned media outlets.

Why is this an opportune time to join Zioness?

Before Zioness, Jews in progressive movements in America were hiding their Zionism instead of wearing it proudly, telling their own story, reclaiming their own narrative, and tying Zionism to all the other liberation movements that the progressive space is supposed to be advancing. As Jews and progressives—as Zionesses—we fight for Black liberation, LGBTQ liberation, women's liberation, indigenous liberation, and Jewish liberation, and the liberation of all oppressed minority communities—and show the world that these commitments are all connected.

Our mission and strategy is the only way to change the perception and association of Zionism in the political left: for non-Jewish activists to see that Jews are Zionists, that Zionists are progressive, and that there is a deeply held commitment by Zionist Jews to be counted as allies for justice in the US, the country where we live and work and vote. Until we reclaim Zionism as the proud and progressive movement that it is, and exist under our Zionist banners prepared to talk about it, it will continue to be perverted in spaces where no one is trained, empowered, or courageous enough to respond effectively and confidently. The time is now!

What may be some challenges that arise?

Zioness always has to be ready to respond. Given the state of antisemitism and Jew-hatred in the United States, and anti-zionism across college campuses and within online communities, Zioness must be able to explain and communicate both outright and nuanced hate. After October 7th, Jewish and Zionist organizations continue to be in response mode and this requires an all hands on deck approach and willingness and ability to do so at any point in time.



What is it like working with Josh, our Chief Operating Officer?

Josh has spent more than a decade working in nonprofits within programs, development, and operations. Prior to Zioness he served as COO for Swipe Out Hunger, an organization that supports college food security programs, and for a social justice travel organization which has translated to understanding of organizational management. He is a proponent of the human centered tech practices to support organizational impact and values people and spaces that are mission-centered, inquisitive, and collaborative. Josh is invested in the team's success and wants to create an equitable workplace where Zioness staff feel supported and engaged.

Is the application process confidential?

Yes, your application will be reviewed by a few folks at the organization and will be part of a completely confidential process. Please reach out to apply@zioness.org with any questions.

Is it possible to speak with someone at Zioness about the role?

To uphold equity in the process we are not speaking with any applicants outside of the formal application process. Please reach out to apply@zioness.org with any questions.