



HOLOCAUST
CENTER *for*
HUMANITY

Educate. Inspire. Take Action.

Chief Executive Officer • Holocaust Center for Humanity

Position Guide • November 2023

**Search for
Chief Executive Officer
Holocaust Center for Humanity**

1	ABOUT THE HOLOCAUST CENTER FOR HUMANITY
2	MUSEUM
4	PROGRAMS & EVENTS
6	RESOURCES FOR TEACHERS
7	THE OPPORTUNITY
8	POSITION SUMMARY
9	CANDIDATE PROFILE
12	COMPENSATION, BENEFITS, & APPLICATION FOR POSITION

ABOUT THE HOLOCAUST CENTER FOR HUMANITY

Position Chief Executive Officer

Reports to Board of Directors

Location Seattle, Washington

HOLOCAUST
CENTER *for*
HUMANITY

Educate. Inspire. Take Action.

The Holocaust Center for Humanity teaches the lessons of the Holocaust, inspiring students of all ages to confront bigotry and indifference, promote human dignity, and take action.

The Holocaust Center for Humanity builds courageous communities by teaching and honoring the history, stories, and lessons of the Holocaust. These lessons give people of all ages an empathetic lens to view today's complex issues and see the role they can each play in fighting hate.

Since 1989, the Holocaust Center for Humanity has taught the history of the Holocaust so that local survivors, their families, and millions of other victims will not be forgotten, and their stories would inspire positive action. Through education, events, field trips, museum visits, and community programs focused throughout Washington state, the Holocaust Center for Humanity remains dedicated to fighting hate by educating students, teachers, and the general public about the dangers of intolerance and the difference each one of us can make. Broadly, the Holocaust Center's work can be categorized in three major groups of: Museum, Programs & Events, and Teacher Resources.

The Holocaust Center provides the following resources to educators, students, academics, authors, public and private organizations, and the general public:

- The Henry and Sandra Friedman Holocaust Center for Humanity is the Holocaust Center's museum located in downtown Seattle
- Traveling exhibits and teaching trunks
- Educational programs and curricula
- Community programs
- Teacher training, support, and consultation
- Speakers Bureau of Holocaust survivors, survivors of other genocides, and descendants of survivors, liberators, and rescuers.
- Online resources including curricula, teaching activities, and a Survivor Encyclopedia
- Library collection of books, videos, video testimonies
- Holocaust European study tours
- Training for businesses and organizations

Our speakers presented to **103 schools** in the 2021-2022 school year with a combination of virtual and in-person events.

A total of **7,556 attendees** heard stories directly from members of our Speakers Bureau in the 2021-2022 school year.

879 teachers at **229 schools** across the state received our training on best practices for teaching Holocaust and genocide history.



Finding Light in the Darkness – Through compelling stories and artifacts of Washington state Holocaust survivors, rescuers, and liberators, the museum’s interactive exhibit engages visitors in this history and challenges them to consider how each person’s actions make a difference.

Visitors can interact with video testimony from local Holocaust survivors, explore artifacts that bring history to life, and learn about local students who are upstanders in their schools and communities. **Finding Light in the Darkness** is available also in an interactive virtual exhibit on the Holocaust Center for Humanity’s website.

While the museum is a key element in advancing the Center’s mission, the Center prides itself on reaching outwards and bringing its educational resources and speakers to partners and students throughout the community, beyond the walls of the museum. This has enabled the Center to reach a broader statewide audience and also to facilitate and honor sustainability of the mission.

The Holocaust Center is proud to be the recipient of one of the Anne Frank Tree Saplings



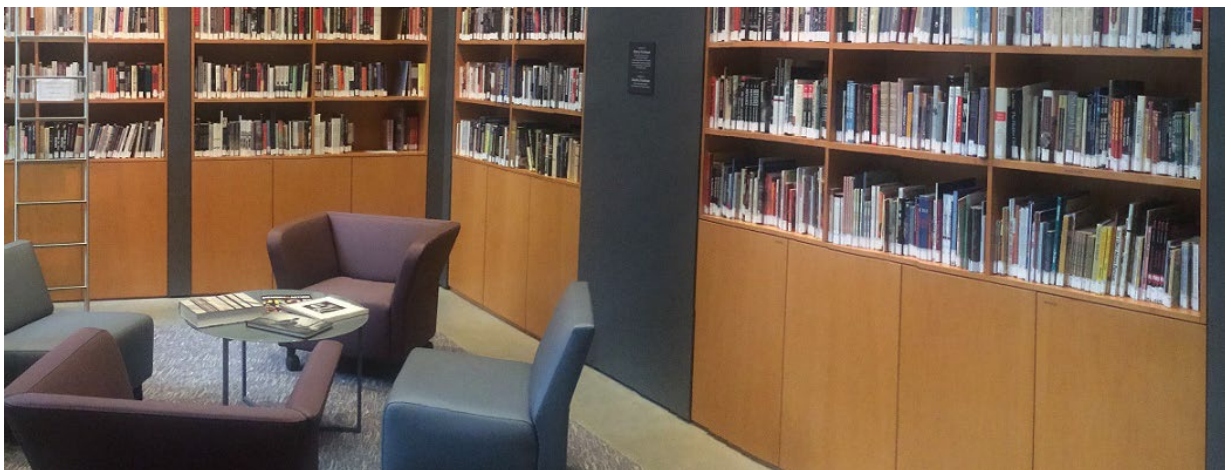
From her only window to the outside world, Anne Frank could see the sky, birds and a majestic chestnut tree. “As long as this exists,” Anne wrote in her diary, “How can I be sad?” During the two years she spent in the Secret Annex, the solace Anne found in her chestnut tree provided a powerful contrast to the Holocaust unfolding beyond her attic window. And as war narrowed in on Anne and her family, her tree became a vivid reminder that a better world was possible.

Anne’s tree would outlive its namesake by more than 50 years, before being weakened by disease and succumbing to a windstorm in 2010. But today, thanks to dozens of saplings propagated in the months before its death, Anne’s tree lives on in cities and towns around the world.

Here in the United States, the Sapling Project brought eleven of these precious trees to specially selected locations across the country. The Holocaust Center for Humanity, in partnership with Seattle Parks and Recreation, is honored to have been selected to receive one of these saplings. The tree is planted in the Peace Garden at the Seattle Center, beneath the Seattle Space Needle.

The Holocaust Center maintains a large lending library with hundreds of survivor memoirs.

Library – Over three thousand books are available to borrow on subjects related to the Holocaust, genocide, human rights, and education.



PROGRAMS & EVENTS

The Holocaust Center for Humanity presents events online, in-person at the Center's Seattle museum, and hosted by the Center's partners around Washington state. The Center's lineup of events includes virtual Lunch & Learns, professional development for teachers, museum exhibits and special appearances by speakers, and much more. The Holocaust Center for Humanity partners with other organizations, such as the Wing Luke Museum, the African American Museum, and others, to promote events that further its mission of standing up to bigotry and injustice.

In 2019, Holocaust Center leaders advocated for the unanimous passage of Senate Bill 5612, the Holocaust Education Bill, in which the state of Washington "strongly endorsed" that school districts teach the lessons of the Holocaust to their students. This bill created a partnership between the Holocaust Center for Humanity and Washington's Office of the Superintendent of Public Instruction (OSPI). Together, they have developed best practices and guidelines for teaching about the Holocaust and genocide. At present, the Holocaust Center has reached approximately 40 percent of the school districts in the state of Washington with the assistance of several programs and teacher resources.

The Holocaust Center currently offers the following programs and events:

Lunch & Learn Series is an online program that takes place once a month. All are free to join to hear children and grandchildren of Holocaust survivors, notable speakers on timely issues, and historical experts.

Continuing Generations is a group of descendants of Holocaust survivors living in the Pacific Northwest who are interested in connecting and engaging in educational and social programming.



Ambassadors for Change (AFC) is a yearlong cohort for young adults organized to raise awareness for the Holocaust Center, inspire change in the community, and help build personal and professional networks through mission-based social and educational opportunities.

Law Enforcement and Society: created in 1999, this training program is provided to law enforcement in Washington State and has been adopted by 8 major cities in the U.S. and is required for all FBI agents.

The Art Contest challenges students to explore the history and personal stories of the Holocaust and to consider how these stories connect to our lives today.

Educators for Change is a group of dedicated educators who have committed to taking an active role in Holocaust education in our state and inform the educational programs and resources of the Holocaust Center for Humanity.

Student Leadership Board is a group of passionate and motivated students in the state of Washington, who want to collaborate on activism, volunteering, and project-based learning.



Through education, events, field trips, museum visits, and community programs, the Holocaust Center for Humanity remains dedicated to its responsibility to fighting hate by educating students, teachers, and the general public about the dangers of bigotry and the difference each one of us can make.

Professional Development. The Holocaust Center for Humanity offers a variety of interactive professional development opportunities for teachers of grades 5-12.

Speakers Bureau: Virtual & In-Person. The Holocaust Center Speakers Bureau consists of more than 30 active speakers who share their stories throughout the Pacific Northwest. The Speakers Bureau includes Holocaust survivors, survivors of other genocides, and Legacy Speakers (descendants of survivors).

Teaching Trunks. Holocaust Trunks contain books and replica artifacts. Lesson plans, activities, teacher guides, and more are shared digitally with borrowers. Trunks are loaned free of charge within Washington state.

Stories Among Us: A Traveling Exhibit. The Holocaust Center for Humanity's "Stories Among Us" exhibit consists of nine stories from the Holocaust, as told through the experiences of survivors that live, or have lived, in Washington State.

Lesson Plans & Best Practices. The Holocaust Center for Humanity offers Best Practices lesson plans.

The Survivor Encyclopedia. The Survivor Encyclopedia project features survivors and eye-witnesses who live, or have lived, in Washington State. These survivors, with their history and stories, have shaped our community, contributing to its richness and diversity.

→ [LEARN MORE ABOUT THE HOLOCAUST CENTER'S RESOURCES FOR TEACHERS](#)

THE OPPORTUNITY



The work of the Holocaust Center for Humanity has never been more important than in this time of political divisiveness, ethnic violence, rising antisemitism, and other hate crimes. The next CEO of the Holocaust Center for Humanity will take the reins from one of the organization's founding leaders to further raise the Center's visibility, to scale to more schools, reach more audiences, connect the past to today, build organizational strength, and secure our future. The next CEO will continue to expand partnerships and impact, and to help ensure that current and future generations know the stories and apply the lessons of the Holocaust.

The next CEO will have the unique opportunity to lead and grow the organization to even greater levels of education, visibility, and impact. This leader will serve as the face and ambassador of the organization and will also partner with the Board of Directors to remain true to the Center's mission of demonstrating the Holocaust's relevance to our world today.

The next CEO will have the opportunity to take the helm of an agency with an outstanding reputation, a solid financial position, a high-quality, committed staff and Board, and a strong organizational culture.

POSITION SUMMARY

With the support and partnership of a committed and talented Board, as well as a skilled and passionate team of 16 staff professionals, the Chief Executive Officer is responsible for leading this unique organization with a \$2.7 million operating budget, significant reserve assets and first-hand, personal stories from more than 300 Washington-area Holocaust survivors. Reporting to the Board of Directors, the CEO is responsible for the overall leadership and growth of the organization to advance the mission, while safeguarding and growing the organization's community, human, and financial resources.

As the leader of the Holocaust Center, the CEO is responsible for serving as the face of the museum and nurturing relationships with Holocaust Center stakeholders, including cherished survivors, 2nd and 3rd generation family members, staff, Board members, donors, volunteers, educators, public officials, institutional program partners, and the community at large. The CEO works also to cultivate and build relationships with a new generation of donors, as well as with donors beyond the Jewish community, while maintaining the current vital donor and community relationships.

The CEO is a Chief Messenger and Storyteller in order to communicate the compelling stories and lessons learned from Washington-area survivors of the Holocaust. The CEO partners with the Board to establish and communicate a vision and long-term strategic plan, bringing creativity and fresh ideas to the next phases of the Holocaust Center as it educates and impacts future generations.





The Holocaust Center for Humanity seeks a proven leader who brings conviction and passion for the mission of this organization. Candidates will demonstrate visionary thinking that drives strategic action; know how to scale an organization, increase the visibility and philanthropic resources of the organization; have proven success creating strong, effective, and collaborative teams; possess sound financial and management acumen that can perpetuate the mission in a financially sustainable manner; and have the sensitivity to listen to the broadly diverse voices of the community.

Passion for the Mission. Candidates must have a passion for and connection to the mission of the Holocaust Center as well as the desire to confront hatred with education. Strong candidates will welcome the role as an opportunity to employ the lessons of the Holocaust to promote human dignity and to take action against bigotry and indifference. Candidates for this role must bring desire and conviction and, ideally, personal connection or a background that connects to the mission.

Content Knowledge. Since opening its doors in 1989, the Holocaust Center has proven itself to be one of the Pacific Northwest's leading education and resource centers of the Holocaust. To maintain this identity, the next CEO must be knowledgeable and be able to articulate the Holocaust Center's mission credibly to a diverse set of stakeholders, internally and externally. Candidates must demonstrate an appreciation of Holocaust history and its relevance to a 21st century audience.

Although the Holocaust Center's subject matter might benefit from a leader steeped in world history, or Jewish history, or from experience managing an educational institution or a museum, the Holocaust Center is open to considering candidates from other disciplines with records of personal and professional achievement including from not-for-profit, civic, educational, and private sector institutions.

Leadership and Management Skills. Candidates will possess strong leadership and management skills and utilize sound business principles. Experience managing, and ideally scaling, a similar or larger organization with a track record of strong fiscal understanding and responsibility is critical. Candidates should understand enterprise management of similarly sized or larger organizations and be knowledgeable about current and possible future policies, practices and trends that might affect the organization. The successful candidate will not only understand the work that must be done, but he or she will know how to generate buy-in and motivation that guides the team towards shared ownership and direction.

Ability to Nurture Positive Internal Culture. Experience in honoring and advancing a culture of mutual respect, trust, and collaboration among staff is essential. Successful applicants will have demonstrated their ability to sustain a successful culture of caring for staff, clients, and volunteers that has been developed over the Holocaust Center's 34-year history. The next leader will respect the perspectives of the staff team and will recognize and honor others' passion and commitment to the mission. The leader will employ modern management practices in leading a hybrid staff team that convenes both virtually and in-person on a periodic basis.

Fundraising. Critical to the CEO's success will be fundraising skills and previous fundraising success through active solicitation of contributions from individuals, foundations, and corporations, and through development of a supportive, diverse board of directors. Candidates will bring the ability to build and maintain relationships with current donors and will be skilled in cultivating new relationships among younger and non-Jewish donors. Candidates will have success leading fundraising campaigns, with a proven track record and a hands-on role with significant asks and measurable results. Familiarity with Seattle's philanthropy and business communities will be a plus, and experience in applying for and managing grants will be of strong value.

Strong External Relations & Communications Skills. The next CEO will serve as the identifiable face of the organization and will represent the Center in broad and numerous public venues, occasions, and formats. Candidates will be strong public speakers, engaging, capable of building upon the effective community outreach programs that currently exist and serving as the lead representative of the institution.

Candidates will relish and have proven success in elevating awareness of their organization. The candidate must possess the highest level of oral, written, and interpersonal communication skills to effectively work with a broad range of constituents including cherished survivors, board members, donors, professional colleagues, public officials, community partners, and the media.

Commitment to Diversity, Equity, and Inclusion. The ideal candidate will have experience working with diverse communities and a record of commitment to diversity of thought throughout the organization. They will bring the focus and skills required to build a strategic approach to equity and inclusion as a lens for all Holocaust Center operations, partnerships and activities.

Board Relations and Engagement. Candidates will have a track record of working closely and collaboratively with boards of directors and other volunteer leaders.

Personal qualities that will contribute to the next CEO's success include compassion, empathy, kindness, high energy, and a high level of integrity.

Minimum Qualifications. A bachelor's degree from a four-year accredited college or university is required; an advanced degree in management or in a field of study related to the Holocaust Center's work would be beneficial. Candidates will have 10 or more years either managing a similar or larger-sized institution or acting in the capacity of a second in command of a larger entity.

This position will be based in Seattle, Washington.

Compensation & Benefits

Salary will be based on qualifications, in the \$170K-\$195K range. Compensation will include a base salary and benefits competitive with non-profit institutions of the similar size and scope, taking into consideration the successful candidate's unique skills, accomplishments, experience, and expected immediate and long-term impact to the Holocaust Center.

How to apply

To apply, please submit a current resume and letter of introduction, as soon as possible, to Kittleman & Associates, LLC. For best consideration, kindly apply by Monday, January 22, 2024.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE](#)
[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

→ [LEARN MORE ABOUT THE HOLOCAUST CENTER FOR HUMANITY](#)

The Holocaust Center for Humanity strives to remember the past, connect the lessons of history to our lives today, and build an equitable future for all. The Holocaust Center for Humanity believes that the diversity of identities and experiences individuals bring to the Holocaust Center is a resource, strength and benefit. Accordingly, the Holocaust Center expects everyone to demonstrate respect for the different experiences, beliefs, and values expressed by visitors, volunteers, and staff.