LEADERSHIP PROFILE

National Director
Anti-Defamation League (ADL)
New York, NY

“To stop the defamation of the Jewish people and to secure justice and fair treatment to all.”
--The Anti-Defamation League’s founding mission—
a clarion call in 1913, reaffirmed 100 years later

A UNIQUE OPPORTUNITY

The Anti-Defamation League (ADL) is the world’s leading organization fighting anti-Semitism and hate. Founded in 1913, ADL has an ambitious mission that is salient as ever in today’s world -- a world in which anonymous cyber-bloggers spread hate and terrorism, and where hate crimes, bullying, anti-Semitism and discrimination persist.

ADL’s iconic National Director Abe Foxman has announced his plan to retire on July 20, 2015, concluding 50 years of service, 28 as National Director. Media around the world took notice of the announcement, hailing his leadership, charismatic persona, intellect and role as unofficial spokesperson for the Jewish community. The White House issued a statement:

Statement of the President on the Retirement of Abraham Foxman
For decades, Abe Foxman has been a tireless voice against anti-Semitism and prejudice in all of its forms, always calling us to reject hatred and embrace our common humanity. Michelle and I wish him well as he prepares to leave the leadership of the Anti-Defamation League -- an organization that he built, and led with such passion and persistence. Abe is irreplaceable, but the causes that he has dedicated his life to will continue to inspire people in the United States, Israel, and around the world.
During his tenure, Foxman has led dramatic growth in ADL influence and domestic and global impact. Under his leadership, ADL accomplishments have included launching the Center on Extremism after 9/11, creating the anti-bullying *No Place for Hate*® school program, and playing an instrumental role in the passage of the Hate Crimes Prevention Act in 2009.

As the leading Jewish civil and human rights organization, ADL aspires to continue to expand its influence, credibility, impact and financial strength. Having just completed its Centennial year, ADL is playing a dynamic and impactful role as a force for change on the world stage. As it advances civil and human rights and protects the Jewish community and all others from extremism, hate and injustice, today’s ADL:

- *Speaks* with a bold, credible voice against expressions of hatred and anti-Semitism, and in support of Israel.
- *Monitors* thousands of extremist groups and individuals.
- *Advocates* for laws that combat discrimination, promote justice and secure fair treatment for all.
- *Organizes* and participates in coalitions that protect and secure religious freedom for all.
- *Trains* law enforcement officers on extremism, hate crimes and counter-terrorism, helping them do their jobs with sensitivity to differences.
- *Files* friend-of-the-court (amicus) briefs, and has done so in virtually every civil rights case before the U.S. Supreme Court in the past 65 years.
- *Educates* people of all ages to recognize what they have in common, appreciate differences and stop online and school bullying.

Looking to the future, ADL’s next National Director has a compelling mandate: to address next-generation global challenges and build ADL impact, influence, awareness and support.

The National Director will:

- Be the bold, inspiring face and voice of ADL, leading with vision, credibility and passion.
- Expand ADL’s influence, relationships, awareness and resources.
- Reach new generations and broaden ADL’s base of support.
- Provide strategic, forward-looking management of ADL human, financial and intellectual resources and operations across 27 U.S. offices and globally.
THE ORGANIZATION

ADL fights anti-Semitism and all forms of bigotry, defends democratic ideals and protects civil rights for all. The organization is a credible, sought-after source of information for governments, the media, law enforcement, educators and the public.

ADL’s breakthrough accomplishments have changed the world. These include pioneering laws against hate crimes, discrimination, bullying, and the Arab boycott of Israel; unmasking the Ku Klux Klan; advocating for civil and voting rights; and helping to reduce U.S. anti-Jewish bigotry to historically low levels.

Headquartered in New York City, ADL has 27 offices with deep roots in communities across the U.S. and an office in Israel. Professional staff leaders partner with thousands of lay leaders to advance education, legislative affairs, support for the mission and advocacy on some of the top issues on the U.S. agenda. Among its many contributions, ADL:

- Is a go-to resource for governments, the media and law enforcement on topics related to anti-Semitism, hatred and threats to safety.
- Is the leading trainer of law enforcement officers in the U.S. on topics of extremism, hate crimes and counterterrorism.
- Is the foremost provider of anti-bullying teaching in schools, and has taught 58 million Americans about accepting and respecting differences.
- Monitors over 1,000 extremist groups and 7,500 individual extremists.

ADL’s Centennial Summit & Gala in Washington DC in April 2013 drew over 1000 attendees. During the summit, President Obama and Vice President Biden hosted a delegation of ADL leaders at the White House. The Vice President gave a rousing address at the Gala and Attorney General Holder addressed the Summit. The President, Secretary of State Kerry, Israeli Prime Minister Netanyahu and several members of Congress each made compelling video appearances.

“Your [ADL’s] tireless pursuit of equality for all Americans has made a lasting and substantial contribution to our democracy.”
--President John F. Kennedy, January 1963
Click on image to listen to the speech
THE RESPONSIBILITIES

The National Director will be a compelling, visionary leader with passion for ADL’s mission and a record of success in relevant contexts. The National Director will inspire ADL’s staff, volunteers, partners, donors and constituents at the local, regional, national and global level. She or he will manage the organization to achieve next-level excellence, vitality, growth and impact.

The National Director will:

1. **Be a leader of vision, credibility and passion for ADL’s mission.** The National Director will provide authentic, forward-looking leadership and have vision, deep experience and personal passion for ADL’s mission and issues. He or she will be a credible spokesperson on anti-Semitism, Israel, human and civil rights, and relevant national and international issues. The National Director will be a confident and charismatic leader for ADL’s future.

2. **Attract and grow resources.** The National Director will have a proven record of engaging donors of all kinds and building significant, growing and sustainable financial support. She or he will have uncommonly strong relationship skills, and the ability to engage a broad and growing base of supporters. The National Director will be a dynamic communicator, speaker and fundraiser across generations. He or she will engage staff and lay leadership in increasing brand awareness and support, cultivating current and new donors and partners, and creating robust resource growth.

3. **Be an influential figure on the national and global stage.** The National Director will be, or be able to become, the leading professional voice for human and civil rights and the Jewish community. She or he will lead ADL to new levels of influence and distinction, and will possess a sophisticated, nuanced sense of history, international affairs, Israel, politics and the media. The National Director will take bold, timely positions, and will command attention and respect from the media, governments, donors and the public.

4. **Leverage strong strategic and management skills.** The National Director will be an experienced, strategic manager of people, change and innovation, budgets and the organization. She or he will bring management acumen,
teambuilding skills and a vision for success and accountability across functions, cultures and ADL’s network of Regional Offices. The National Director will have the self-knowledge and confidence to hire and retain talented leaders with complementary skill sets and have provided leadership in complex, relevant contexts.

5. **Bring exceptional relationship skills.** The National Director will have demonstrated the ability to build effective, diverse and trusting relationships with staff and lay leadership on all levels, multiple stakeholders and partners, and national and international governmental and non-governmental organizations, legislators, current and prospective donors.

**PERSONAL CHARACTERISTICS**

**The ideal candidate is a visionary, charismatic leader with extensive relevant experience and passion for ADL’s mission.** Personal assets will include:

- Energizing, compelling communication skills across generations, diverse audiences, traditional and new media.
- Superior intellect and emotional intelligence.
- Uncommonly engaging personal and relationship-building skills.
- Natural alignment with staff, lay leadership, donors and stakeholders across ADL’s constituencies and regions.
- Depth and sophistication on issues of anti-Semitism, Israel, bigotry, hate and historic, current and emerging global issues.
- Ability to innovate, evolve and lead ADL programs, messages and approaches consistent with new generations and a changing world.
- Proven management, teambuilding, critical thinking and problem solving abilities.
THE RELATIONSHIPS

The National Director reports to the Chair of the National Commission (ADL’s governing body) and manages the senior staff. The National Director:

| Manages direct reports, including: | • Deputy National Director  
|                                    | • Chief Operating Officer  
|                                    | • Chief of Staff  
|                                    | • General Counsel  

| Works closely with and directs programs and divisions including: | Civil Rights, Education, International Affairs, Leadership, Regional Operations, Development, Finance & Administration, Information Technology, Media & Public Information, Marketing & Communications  

| Has other key relationships including: | • Government officials in the U.S., Israel and internationally  
|                                       | • National Commission (the governing body), National Executive Committee and National Advisory Committee  
|                                       | • Legislative, business, civic, and philanthropic leaders  
|                                       | • ADL Regional Directors across the U.S.  
|                                       | • Current and prospective volunteers, donors and partners  

THE LOCATION

The National Director is based at ADL headquarters in midtown Manhattan. Given the significant fundraising and engagement component of the position, as well as the national and international scope of ADL’s operations, domestic and international travel is expected to be a meaningful component of the role.

For potential consideration or to suggest a prospect, please email ADL@BoardWalkConsulting.com or call Sam Pettway, Kathy Bremer or Joan Schlachter at 404-262-7392.