



Senior Rabbi

Alyth embraces diversity, inclusion and equal opportunity. We are committed to building a team in which we strive to nurture the talents of each individual and support diverse cultures, perspectives, skills and experiences.

Job Purpose

- To provide our Alyth members with a vibrant, spiritually nurturing, emotionally supportive, and intellectually stimulating and caring community that helps bring fullness to their lives as Progressive Jews.
 - To provide our members with exceptional opportunities to facilitate their growth as Progressive Jews through the study of Torah, through worship, social activities and through principled social action
 - To facilitate dialogue in the Jewish and broader community expressing the intrinsically positive values of Progressive Judaism and as a source of pride for all our members.
- To lead and develop the Rabbinic team as well as working collaboratively with Rabbinic colleagues, the Professional team and the Lay Leadership

Values and Vision

Alyth is a values-driven synagogue (please see our attached *Alyth Values* document). We are a progressive community, with an emphasis on high quality, innovative programmes, inclusion, personal relationships, and mutual care.

Alyth has a strong collaborative culture both between synagogue team, and between professionals and the lay leadership. We believe that synagogues thrive when their staff are motivated and productive, and that rabbis do their best work when empowered to take responsibility for their work, encouraged to be innovative, and when they are supported by good management, a shared work culture, an agreed strategy, and an environment of mutual trust.

Alyth is optimistic and ambitious for the future of Progressive Judaism in our local area, across the UK, and beyond.

Dimensions of the Role

1. Professional Staff

Rabbis:

The Alyth Rabbinic Team currently consists of two full time Rabbis and two part time Rabbis.

Alyth Rabbis work collaboratively, led by the Senior Rabbi, working in partnership with the lay leadership.

In addition, Alyth has the following professionals:

Community Director; Head of Programming; Head of Community Care and Life Cycle; Head of Music and Arts; Head of Finance; Kindergarten Head Teacher and staff; Education and Youth Hub team; Fundraising and Development Co-Ordinator; Community Secretary; Facilities team.

2. Membership

- Membership as at January 2025
- Membership Units: 1,450+ TBC
- Total members: 3,500 TBC
- Adult members: 2,200 TBC
- Broad culture of volunteer involvement, with an active and engaged lay leadership.

3. Work Relationships

Reporting to and line managed by Chair of the Synagogue
Lead and mentor Rabbinic team

Member of the Core Professional Leadership Team

Principal Accountabilities

1. **Vision and Leadership.** Work in partnership with lay leadership, the Rabbinic and Professional Teams, in the creative development, refinement and articulation of strategic priorities for the diverse Alyth community.
2. **Leadership and ongoing development of the Rabbinic Team.** Actively and in partnership, lead the professional and personal development of

members of the Rabbinic team, providing line management and mentoring to ensure individual success and the cohesive working of the whole Rabbinic team.

3. **Pastoral care.** Accompanying and supporting the spiritual, social, and other pastoral needs including life cycle journeys of the breadth of the community, in partnership with the whole Rabbinic team, the Community Director, and the Head of Community Care and Life Cycle. Caring for and retaining the current generation while nurturing and attracting the next generation.
4. **Inclusion.** Champion the ongoing development of Alyth as a community of diversity, warmth, relationships, Jewish engagement, and welcome. (values).
5. **Tefillah.** Actively inspire, enrich, lead, facilitate and contribute to the rich and diverse *tefillah* and ritual life of the community, including creating and leading a creative, engaging and innovative variety of *minyanim* that appeal to the different needs of the community, and contributing to the rich musical tradition of prayer at Alyth.
6. **Inspiring Jewish scholarship.** Teaching a wide variety of Progressive Jewish responses to our tradition's texts and practices, educating the community through the delivery of classes, sermons, *divrei torah*, and the cultivation of new ways of textual engagement to promote a community of learning Progressive Jews.
7. **Israel.** Support the community in thoughtful engagement with Israel, recognising the breadth of views and differing relationships of members of the community.
8. **Develop the internal and external reputation** of Alyth. Cultivate a clear Progressive Rabbinic voice in the Jewish Community including The Assembly of Progressive Rabbis and Cantors and in the wider world. Develop relationships with other Jewish organisations in the wider community, as well as other non-Jewish faith organisations to support this.
9. **Spiritual Moral Leadership.** Provide spiritual, moral, and intellectual leadership to the community by being a wise and steadying hand, listening deeply, and promoting Jewish wisdom and values that offer support.

10. **Ensure Alyth is suitably funded** by working with the lay leadership and professional team with agreed new initiatives, as well as maintaining and building synagogue members.

Person Specification

Required Qualifications and Experience

- Ordained Rabbi from a seminary recognised by UK Progressive Judaism
- Likely to have over 10 years experience post-ordination in diverse communities
- Experience of leadership and participation in Jewish community life.
- Experience in leading a variety of service styles.
- Training and extensive experience in pastoral settings.
- Track record of contributing to the development of a sizeable Jewish community

Essential Qualities for the Senior Rabbinic Role

- Committed to and demonstrate the values of Progressive Judaism through own personal lifestyle and behaviour, acting as a role model which encourages and inspires others
- Able to expertly and sensitively lead, influence and motivate a high performing Rabbinic team, building respectful, collaborative, productive partnerships, bringing out the best in each person and in the group.
- Skilful at engaging, building and maintaining collaborative, respectful relationships showing empathy for members and colleagues of all ages with diverse needs.
- Thoughtful and reflective: committed to serious and sustained reflective practice and ongoing personal development, including personal resilience and adaptability
- Intellectual depth. Spiritual and engaging Thought leadership. Has demonstrated inspiring, spiritual development
- Willing to try new things, make mistakes, and learn from feedback.
- Engaging communicator, shows gravitas and warmth, as well as an active listener who seeks to understand
- Musical skill: able to contribute to the musical prayer-life of the community.

- The capacity to relate with wisdom and composure to people in the midst of difficulty, vulnerability, or disagreement; able to hold steady in the midst of internal and external complexity and difficulty.

The role is subject to

- Eligibility to work in the UK.
- Satisfactory employment references
- Enhanced DBS check

Terms

Terms of employment and working conditions will be agreed between the successful candidate and the synagogue leadership, and will include:

- Salary level based on the MRJ Rabbinic and Cantorial scales, holidays/leave.
- Contribution to a pension fund, and health care, membership of Alyth for the employee and of the Assembly of Progressive Rabbis and Cantors, sabbatical, sick leave.