



JEWISH EDUCATION DIRECTOR

Frequently Asked Questions

Application Deadline: Friday, March 17, 6pm ET | [Apply HERE](#)

Because we value your time and want you to invest your time only if this role feels like it could be right for you, we wrote these FAQs so you could have as much information about At The Well upfront as possible. If we mutually agree to move forward to the finalist stage, you will have plenty of time to engage deeply with the hiring team and ask all of your remaining questions before an offer is made.

Fast Facts

- **Founded in 2015** by [Sarah Waxman](#)
- **2,000+** women in Well Circles actively meeting in 12 countries.
- **25,000** women engaged with At The Well's programming
- **12** Moon Manuals with thousands of engaged readers each month
- **Monthly** Big Gatherings that attract **60-120** women to each event
- **7** full-time and **2** part-time employees

THE BASICS

Where is this job located?

All At The Well staff work remotely. This role is also remote but we have a small preference for folks to be based out of New York City, Los Angeles, or the Bay Area. The At The Well team of staff, leaders, consultants, and advisors are spread out across the US (including New York, Madison, San Diego, DC, Denver, and Cleveland). The team works in a highly virtual environment and stays in communication via Slack and email.

What is the salary range for this role?

The salary range for this role is \$70,000-\$90,000, commensurate with your experience.

How much travel is required for this role? In the future, we'd expect:

- Ability to travel to periodic in-person meetings in various U.S. locations
- It's possible that you'll need to travel for up to a week at a time

What is the start date?

Ideally, we would like to make an offer by April 3 and have someone start in late April (or as soon as possible).

What do the benefits look like?

At The Well offers a range of health benefit plans to all full-time employees. We cover 100% of our baseline health plan. We also offer an HSA and 401k Retirement Plan, and At The Well provides a flexible time-off plan that aims to give you space and time away from the "office" to be a whole human, while also ensuring the work moves forward.

What are my typical office hours?

As a fully remote team, most At The Well employees are online from 9AM to 5PM in their respective time zones. Generally speaking, we strive for sustainable success, so some people work earlier or later as long as they work out a rhythm with their supervisor that makes sense. Our vision of sustainable success recognizes the ebb and flow of work seasons and projects, and we seek to work alongside you in recognizing when work requires more and empowering you with an ability to create deliberate "down times" for yourself.

What does the application and selection process look like?

APPLY (Approx 1 hour)	Complete our application which includes some basic questions and a guided one-way video screen.
DEADLINE	Friday, March 17 @ 6pm ET
NOTES	<ul style="list-style-type: none"> Should you move forward in the process, your video answers will be reviewed by every member of the selection committee. Please note that for us to consider your application complete you'll need to submit both parts of the application by March 17 at 6pm ET.

What does the timeline look like?

We value your time. Please mark the following dates on your calendar and flag any conflicts ASAP.

Tuesday, 3/21	The Selection Committee will select a small number of candidates to advance to a virtual interview. Candidates can expect to be given an update on their application.
Friday, 3/24	Performance Task: Candidates who are selected to advance to the interview day will be asked by 3/21 to put together a 30 minute curriculum to teach to the hiring committee. The curriculum must be completed by 3/24. Candidates will be compensated \$100 for the time. You will teach this curriculum and reflect on the task with us during the interview day.
Tuesday, 3/28	<ul style="list-style-type: none"> Virtual interviews will likely take place on 3/28. We recognize this date may not work for all candidates. Please let us know ASAP if this date does not work for you. After the interviews, the Selection Committee will select 1-2 finalists.

Week of 3/28	<ul style="list-style-type: none"> • Both the Selection Committee and the top finalist(s) will engage in "mutual due diligence." • At The Well checks references for each finalist. • Candidates ask additional questions about working with the organization and its team and leaders. You will have free range to speak to anyone you would like to within the organization.
Monday, 4/3	An offer is extended.

THE ROLE

How big is the team I will join?

Our team is currently composed of seven full-time and two part-time staff, a dedicated board of eight, several special project consultants, and over 100 volunteer contributors and coaches.

Your success in the Jewish Education Director role will be measured by your ability to:

- Fully own the creation of high-level, meaningful Jewish learning for adults of all ages. You are creative and motivated to apply Jewish texts, traditions, and values to the work of At The Well.
- Translate complex and esoteric concepts into a written curriculum that is easy for a beginner to understand. You are able to seamlessly weave ancient Jewish wisdom with modern-day sources and context into a reflective wellness experience.
- You're an engaging teacher and storyteller who has the ability to enter a space knowing no one and leave the space with meaningful new connections.

If I succeed in the role, what legacy will I leave?

After you leave At The Well (which hopefully isn't for years!), you can be proud that you enhanced women's well-being through ancient Jewish practices. The curriculum you created has empowered thousands of women to create a regular wellness practice guided by ancient Jewish wisdom. We will have proof points of the impact of our work, and we will know women have reduced their feelings of isolation and loneliness. And the outside world will have taken note too! Rosh Chodesh will be discussed and celebrated widely in wellness circles, and researchers will be studying the impact of women's circles on mental health.

What groundwork has been laid to ensure the new Jewish Education Director's success?

Everyone is excited for you to come on board, and agree that hiring a Jewish Education Director is critical. The team has laid out a plan that you will be able to operate off of at the beginning, but the ground is fertile for your new ideas as well. You'll be collaborating with our Marketing Director in creation of new materials for our growth and community. You'll also be collaborating with our Programs Director to develop deeper engagement programs such as virtual and in-person programming and weekend retreats. You'll also be in deep collaboration with our CEO/Founder to incorporate the foundation that At The Well was built from and the Vision we are stepping towards. You will have the opportunity to shadow them, to learn with them, and to chart your own path moving forward. The At The Well community is vibrant and wants more,

These FAQs were inspired by the wonderful humans at [Offor.co](https://offor.co)

and there's so much room to grow, expand, and improve what At The Well is offering and this role is pivotal to this creation.

Why is this an exciting time to join At The Well?

At The Well's work of empowering women to reawaken their spiritual strength and to deeply show up for one another is needed now more than ever.. Scientific research points to the neurological benefits of belonging among cohorts of people – namely millennials, but in fact all generations – who are seeking a way of gathering that is accessible and grounded.

This job is not for everyone. But, if it's for you, it will be quite an exciting time to join the team. If you are a builder, a content creator, and are inspired by our mission in the world, this is your chance. You get to shape an organization in its early days. The demand for our work and the audience is there, we are just waiting for someone to give it shape.

What are some of the challenges I may encounter?

- **Ambiguity.** This role is carrying on past work while also writing new pieces into existence. The intersection of Jewish wisdom and wellness is new and you will be paving the way. Our teachings and content created must be grounded in Jewish text and the latest wellness science and this role is the blender of these two worlds.
- **Many collaboration partners.** You will be working closely with Program and Marketing teams on a variety of projects. These collaborations will require holding our mission and educational philosophy as guiding principles. You'll also be collaborating with executive leadership and outside contributors.
- **Changing goals.** At The Well is a network, and we strive to be responsive to what that network needs. We want to test before we dive in. We do a lot, all at once.
- **Remote management of our ecosystem.** Although we do our best to create a sense of company culture and unity, working remotely can be hard for some people. We have hundreds of people we are working with and intersecting.
- **Pastoral care requests.** Working in wellness and spirituality brings up tough subjects. While we hold space for this individual work at At The Well, we do not expect any member of our staff to assume that support role for team members. The Jewish Education Director role can be seen as a team member that others feel comfortable opening up to in deeper ways. We encourage this member to draw a boundary when presented these opportunities and recommend the team member to their manager or outside counsel to support them.

Who is Gail Vogt and what is she like to work for?

Gail Vogt is our Chief Growth Officer, and will be your direct manager and supervisor!

Gail has been at the intersection of health and wellness education for over 15+ years. Serving as the marketing lead for top organizations in the areas of integrative medicine, meditation, Ayurvedic wellness, spirituality, and personal growth she has elevated the voices and teachings of ancestral traditions to support millions in finding the tools they need to evolve on their personal journey.

Equal parts marketing strategist and tactician, she is forever in learner mode staying on the cusp of industry trends and analyzing the latest campaign data. A status quo disruptor with a constant eye towards the consumer experience, Gail has helped companies see missed opportunities, establish foundational marketing practices, and implement systems for rapid growth.

Gail thrives on creating a team environment that promotes creativity and collaboration and encourages all to be an active participant in creating strategic improvements in all areas. She prescribes to Strengths-based leadership and strives to help each member of her team progress in their career goals.

As a manager, Gail's focus is on helping you succeed, so she seeks to be supportive but not directive. She balances the heart and mind, and the nurturing with a level of detail-orientation.

ABOUT ME

How do I know if I'm qualified for the role?

In general, we are looking for someone who has a track record of fully owning the creation of high-level, meaningful Jewish learning for adults of all ages. Also being an engaging teacher and storyteller is vital for this role. Being literate in Hebrew texts will be important to pulling in new sources to our work. There is no explicit previous role you need to have had in the past, but you will be expected to seamlessly weave ancient Jewish wisdom with modern-day sources and context into a reflective wellness experience. At The Well is a specific, niche organization, and you need to believe in it deeply and have the ability to translate that deep belief to others.

What personal qualities or attitudes will be critical to succeed as the Jewish Education Director?

- **Passionate about the Work and Mission.** You are incredibly motivated by the mission of At The Well and you have a deep personal connection and desire for this work to exist in the world.
- **A Self-Directed, Self-Starter:** You are not afraid of ambiguity. You understand that it is your job to create the clarity you seek. You don't wait for direction; when you are confused, you manage up. Getting it done is a motto for you, but you don't just work hard - you work smart. You set boundaries to protect yourself from burn-out. You have a daily routine. You can work remotely, effectively.
- **Senior Leader:** This role is exciting to you, and you've done all the important parts before. You are a seasoned professional, and are most excited about building up the people around you to be like you one day.
- **Organizer Extraordinaire:** You're hyper-organized, giving you the superpower of being able to keep track of and coordinate many different projects across different timeframes.
- **Engaging teacher and storyteller:** You are able to seamlessly weave ancient Jewish wisdom into a spiritual practice that enhances users' well-being.
- **An educational design thinker:** You are able to construct and align our larger organization to At The Well's educational philosophy. You'll seamlessly weave ancient Jewish wisdom with modern-day sources and context into a reflective wellness experience. With much of our work being carried through written documents and

curriculum, it is imperative that you can put this all on paper for others to easily understand and use.

THE ORGANIZATION

At The Well is a start-up organization paving a new pathway between ancient Jewish wisdom and wellness. We're building something new and innovative which requires our team to be adaptive, inventive, and nimble while we keep our mission and goals top of mind.

What is special about the culture of At The Well?

We're really great at:

- **Creating space for you to be a whole person** in your job and not only execute exceptionally on the work, but find your space of belonging through work.
- **Keeping the focus on the mission.** There is no mission drift with our team. We are bringing ancient wisdom forward and are unabashedly confident that this mission of At The Well is critical at this moment in time, for our generation.
- **Letting you lead.** We process and approach the work together, we are encouraging of your spiritual life and allow you the freedom to succeed without micro-management. You will be fully trusted.
- **Value-driven.** We live by our values of Joy, Inclusivity, Courage, Community, and Wholeness.

What are some of the unwritten rules for success at At The Well?

- **Own your domain:** You don't wait to be told what is your job; you create your job. You understand your role as a leader and teacher. You guide the team to level up.
- **Passionate:** You're passionate about women's health and Judaism and feel deeply inspired to help At The Well's diverse, global network grow in the unique space where wellness meets holiness, and you feel comfortable speaking with diverse communities around the globe. Our mission is your mission. This role feels like a calling and not just a job.
- **You manage ambiguity with grace:** You genuinely see ambiguity as an exciting opportunity to create and build something unique and new.
- **Uplift others:** You intuitively see the great work of others and don't miss a moment to lift up others and create a space of recognition.
- **You create space for others.** You recognize when you have stepped up into leadership often and you instinctively step back and create room for others to shine and lead.
- **You ask for what you need.** You are responsible for taking care of yourself — you have to manage your own sustainability. You speak up and say what you need. Often.
- **Nonhierarchical.** You build systems and structures but can do it without a strict hierarchy. You work and behave comfortably in a flat structure.

What is At The Well's commitment to diversity, equity, and inclusion?

At The Well deeply believes that diversity, equity, and inclusion have to be central to the way we operate as a team and the way we build community. Some of the things we've done to walk-the-walk and live out these values include:

- Working with a consultant to define how we use the word “woman” to ensure it's inclusive and reflective of our mission (*see below*).
- Begun the process of creating Jews of Color belonging spaces.
- Created a values-based code of ethics to lay out inclusive policies beyond what's required by law, clarifying *how* we want to engage with one another.

What does At The Well mean when they use the word “woman”?

Currently, we choose to use the words “woman/women” and “she/her” in our content as an act of authoring ourselves into the Jewish tradition, where historically our experiences were not voiced in our own words. We openly talk about and celebrate experiences like menstruation, fertility, and menopause, while recognizing that not everyone in our community shares those experiences.

Over the course of our history we know that At The Well has attracted folks who identify as nonbinary to our work. We have developed content and created affinity spaces to support this group, as well as created inclusive spaces in many of our general programmatic offerings. We embrace people of all backgrounds, inclusive of all races, classes, abilities, religious affiliations, sexual orientations, and gender expressions. Gender is complex and ever-evolving, and so too, our language as an organization is ever-evolving.

What might your biggest external fans say about your organization?

Our biggest fans would say that we are making Jewish spirituality accessible, meaningful, and relevant — to the Jewish community and beyond. They would say that we offer Jewish learning from a voice that is welcoming and inclusive. We create spaces for women to find belonging and joy through our Well Circles. We open conversations about menstruation, menopause, and other embodied experiences in a way that cultivates knowledge, dispels shame, and upholds the sacredness of the body. We empower our community to step into leadership, to feel ownership of Jewish ritual, and to use these practices in ways that offer healing and sustainable well-being. Our biggest fans would say that our content and events help them grow into the boldest, truest, and most grounded versions of themselves.