

Chief Executive Officer

Sydney Jewish Museum

Role Specification

October 2026



About Sydney Jewish Museum

Founded by Holocaust survivors in 1992, the Sydney Jewish Museum stands as one of Australia's important educational, cultural, and community institutions. Born from a determination that the stories, lessons and human consequences of the Holocaust would never be forgotten, the Museum has become a powerful bridge between memory and contemporary society. Through the voices of survivors and their descendants, world-class exhibitions, education programs and public dialogue, it preserves history while challenging prejudice, intolerance and antisemitism in all its forms.

The Museum occupies a unique place within both Australian and global society. Alongside institutions such as Yad Vashem, the United States Holocaust Memorial Museum and the Jewish Museum Berlin, it forms part of an international network dedicated to Holocaust remembrance and education. Distinctively, however, it combines the responsibilities of a major cultural institution with those of a communal institution, serving both as a custodian of Jewish memory and identity and as a trusted educator to the broader Australian community. Its mission extends well beyond remembrance alone, celebrating the richness, resilience and contribution of Jewish life, culture and history.

Today, the Museum stands at a defining moment in its evolution. Following a **transformational redevelopment** of its Darlinghurst precinct, scheduled for completion for a February 2027 education soft launch and public reopening in June 2027, the organisation is preparing to move from a period of significant capital investment of \$40 million to one focused on maximising reach, influence and impact. The redeveloped Museum will provide the platform to substantially expand its educational footprint, deepen community engagement and reach new audiences across Australia. The new Museum's focus areas will include the Museum of Contemporary Jewish Life; an exhibition addressing antisemitism on the 14 December Attack and changing exhibitions that will encourage repeat visitation.

By 2030, the Museum aims to welcome more than 100,000 visitors annually, including a significant expansion into primary school education, while extending its educational programs, leadership development and professional learning initiatives well beyond its physical walls. At a time of rising social division, misinformation and antisemitism, the Museum's role has never been more important. The opportunity ahead is not simply to grow visitation, but to strengthen the Museum's position as one of Australia's leading institutions for education, dialogue, cultural understanding and social cohesion.

Sydney Jewish Museum's Mission and Values

Our mission

Preserve the memory and lessons of the Holocaust, honour its victims and survivors, and carry their testimony forward for future generations.

Our contribution

Share Jewish life, culture and history. Educate and engage Australians to confront antisemitism, racism and prejudice, deepen understanding and strengthen social cohesion.

Our responsibility

Maintain the trust of survivors, descendants and the Jewish community while welcoming and engaging the wider Australian public.



Kavod / Respect

We treat every person—colleagues, volunteers, visitors, donors and Holocaust survivors—with dignity and courtesy. We do not demand, exclude, or dismiss anyone.

Emet / Truth

We are honest and accurate in what we say and do. We do not falsify records, exaggerate claims, or mislead. We speak up when something is wrong.

Tzedek / Justice

We apply fairness consistently. We do not discriminate, victimise, or treat people differently on the basis of who they are.

Achrayout / Responsibility

We take ownership of our work, our conduct, and the impact our actions have on others and on SJM's mission and reputation.

Shmirat HaNefesh / Wellbeing

We look after ourselves and each other. We create an environment that is psychologically safe, free from harassment, and supportive of good mental health.

Sydney Jewish Museum's Strategic Priorities

Reopening and operational readiness

Lead the Museum into its next chapter after redevelopment, ensuring the expanded facility delivers greater impact, engagement and lasting sustainability. Embed stable operations and refine the operating model using early visitor experience.

Audience growth and engagement

Build towards more than 100,000 annual visitors by 2030 including 55,000 students annually. Grow visitation and educational participation, retain secondary schools and expand reach to primary schools, families, culturally engaged Australians and new visitor segments.

Education and cultural relevance

Strengthen Sydney Jewish Museum's voice on Holocaust education, Jewish identity, social cohesion and combating antisemitism. Protect survivor testimony and historical integrity and extend education and professional training beyond the Museum.

Sustainable financial performance

Drive commercial discipline through clear performance metrics, fundraising excellence, appropriate cost controls. revenue growth and funding diversification.

Community trust and public reach

Maintain a strong commitment to our core community while building meaningful connections with Jewish and non-Jewish audiences. Communicate with judgement and sensitivity and strengthen constructive cultural and education partnerships. In a heightened security environment, care will be required when engaging with contemporary antisemitism and traumatic events, particularly with those directly affected.

Partnerships

Leverage relationships with donors, community leaders, government and educators to attract enduring support and investment. Partner with the President, Foundation and Director of Communal Engagement to sustain capital campaign goodwill. Build strong institutional partnerships, including exhibition collaborations, loans and international relationships.

Governance and Leadership Structure

President and Board of Directors

Governance

The CEO reports to the President and Board of Directors, with clear boundaries between governance and management.

Legal structure

Public company limited by guarantee, registered with the ACNC as a charity and endorsed as a Deductible Gift Recipient.

Board partnership

Provide timely, candid performance reporting, surface material risks early and implement Board decisions.

Communal relationships

Work closely with the Foundation, JCA, major supporters, survivors and their descendants.

Chief Executive Officer

Direct Reports

- Head of Education
- Head of Curatorial
- Director of Communal Engagement
- Head of Operations
- Head of Finance

Team

40 staff, equivalent to 28 FTE, supported by a substantial volunteer community.

Leadership approach

A visible, hands-on, dynamic and inspiring CEO. One who inspires a committed, passionate and professional team and culture. A leader who follows through, while empowering specialist professionals through clear priorities, delegation and accountability.

Financial Sustainability and Operating Model

Funding model

Sydney Jewish Museum primarily draws on admissions income and private philanthropy, including Jewish communal funding and Foundation income. The next CEO will build a resilient economic model for the expanded Museum. The museum has strong financial foundations, including support provided by the \$60M Foundation and multi-year plan to achieve financial sustainability.

Financial priorities

Reduce the recurring operating deficit, manage exhibition and partnership commitments carefully, and align resources with the priorities that deliver the greatest mission impact. The CEO will need to balance audience and revenue growth, funding opportunities and appropriate resourcing with disciplined cost management.

Commercial discipline

Translate strategy into annual budgets, clear KPIs and decision-useful reporting. Link investment to visitor growth, educational impact and sustainable operating performance. The next CEO should bring disciplined cost-management with appropriate resourcing.

Revenue and resource development

Diversify recurring income through admissions, philanthropy, sponsorship, government support and suitable commercial activities. Develop ticketing, retail, café and public programming as part of a compelling visitor experience.

Enduring donor support

Partner with the President, Foundation and Director of Communal Engagement to retain major supporters and convert capital campaign goodwill into long-term support, strengthening key relationships.

Museum Revenue

A\$1.5m

Admissions revenue

A\$1.5m

Donations, including JCA

Museum Foundation

A\$60m *(of which the investment income is available to support the museum)*



CEO Key Responsibilities and Capabilities

Key Responsibilities

- Lead strategy and performance, translating the 2030 ambition into measurable priorities, annual operating plans and disciplined resource allocation.
- Lead the reopening transition, embed the operating model and use early visitor and operational experience to resolve issues and improve delivery.
- Shaped culture, aligned the leadership team and its priorities and build shared accountability for the mission.
- Grow visitation and educational reach across secondary and primary schools, families, community groups and broader cultural audiences.
- Protect historical integrity, survivor testimony and collections, while enabling Curatorial and Education expertise and contemporary relevance.
- Strengthen financial sustainability through clear budgets, diversified recurring revenue and rigorous investment and expenditure decisions.
- Steward enduring donor and partner relationships with the President, Foundation and Community Engagement Director.
- Represent the Sydney Jewish Museum with judgement across community, government, education, cultural institutions and media, engaging Jewish and wider audiences.
- Build a cohesive workforce, strengthen accountability and succession, and renew the volunteer community across generations.
- Ensure safe and reliable operations, with strong security, child safety, WHS, wellbeing, cyber and business-continuity controls.
- Partner candidly with the Board, providing clear reporting, early risk escalation and effective implementation of decisions.

Key Capabilities

Strategic Leadership and Execution

Turns purpose into clear priorities and measurable outcomes. Actively executes in a relatively small organisation, balancing hands-on delivery with effective delegation and learning from the expanded Museum's early operations.

Commercial Acumen

Brings strong financial judgement, audience insight and business discipline. Makes sound investment choices, grows recurring income and balances ambition with sustainable performance.

Community Trust and External Engagement

An authentic, credible public advocate across community, government, media and education. Communicates effectively with Jewish and non-Jewish audiences, earning trust with survivors, descendants, donors and communal leaders through empathy and sound judgement.

People and Specialist Leadership

Inspires and builds an accountable team across professional disciplines and develop staff and volunteers with clear expectations and professional standards. Appreciates the museums' role in society, respects curatorial and education expertise, and continually evolves programs, experiences and engagement for future generations.

Institutional Stewardship

Protects the Sydney Jewish Museum's mission, independence and reputation. Brings integrity, cultural sensitivity and sound judgement to governance, risk and complex public or community issues. Articulates a compelling vision for the Museum's educational, cultural and social impact. This also includes empathy, cultural sensitivity, composure under pressure and political acuity in the interview process.

CEO Experience and Selection Criteria

Mission and Community Understanding

Genuine commitment to Sydney Jewish Museum's mission with a deep understanding of the Jewish community, its institutions and contemporary issues. Knowledge of Jewish life and the significance of Holocaust remembrance and education, with the sensitivity to engage survivors, descendants and diverse community perspectives. Experience delivering educational impact is desirable.

Results-Focused Delivery

Demonstrated success in setting strategic direction and delivering measurable organisational results. A visible, hands-on leader who translates strategy into clear priorities and operating plans, balancing personal involvement with effective delegation. Experience turning major investment or change into stable operations is desirable.

Financial Judgement and Governance

Demonstrated responsibility for budgets and operations of comparable scale or complexity, with sound judgement in resource allocation, cost management, revenue diversification and contract negotiation. Experience working effectively with a Board, providing clear performance reporting and managing organisational risk.



Audience Growth and Cultural Experience

Demonstrated success in growing audiences, customers or visitor numbers, deepening engagement and building organisational profile. Experience in museums, galleries, education or comparable public-facing organisations, and in leading or working effectively with curatorial and education specialists, is desirable.

Stakeholder and Public Representation

Demonstrated success in securing financial and other support through corporate partnerships, sponsorship, government funding, philanthropy or other revenue sources. Ability to build enduring stakeholder relationships and represent the organisation credibly across government, business, media and Jewish and wider Australian communities.

Team Leadership and Culture

Demonstrated success in building a cohesive leadership team and an accountable, collaborative culture. Experience leading multidisciplinary teams, developing capability and addressing performance through clear expectations and consistent follow-through. Ability to lead and support specialist professionals, with experience working with volunteers desirable. Eligibility for a Working with Children Check and National Police Check.

Contacts and Appointment Details



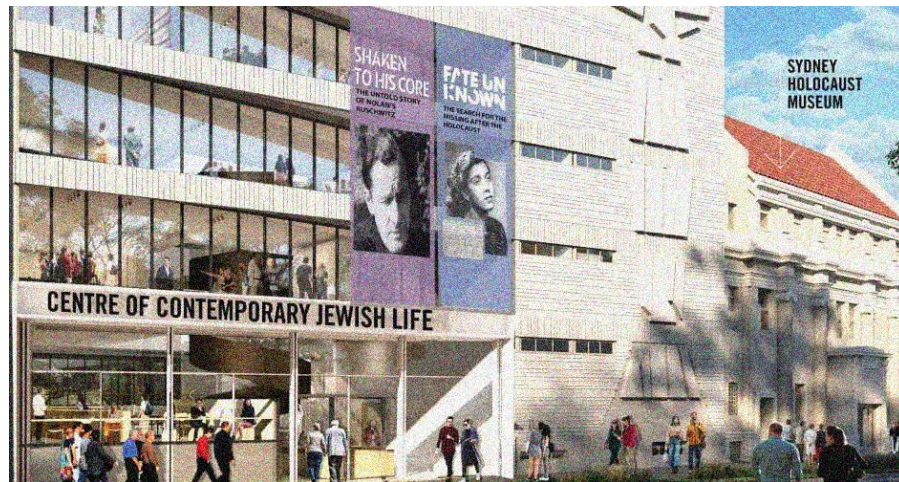
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To apply and for further details on this opportunity, please contact: Selectorsyd@SpencerStuart.com

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