

THE GLOBAL JEWISH PROFESSIONAL

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The Jewish communal field needs to develop a new concept: the global Jewish professional

The Jewish people is one of the oldest "global companies" in the world, and professionals around the world face similar tasks: to direct communities, schools, JCCs, and synagogues. Yet, many Jewish communities are small and need to find staff in the international Jewish market. There is no organized way to look for qualified professionals: There is no data bank, no uniform evaluation system, no training for an international career, and no follow-up structures.

In transnational commercial companies human resources are moved around the globe. Except for JDC, in which there is an international professional team with people from more than 20 countries, and for a few rabbis who move to other countries, human resources are not mobile internationally in the Jewish community

Although in the United States, there is both upward and lateral mobility in the Jewish communal field, in the rest of the world, such opportunities for advancement are much more limited. Therefore, even highly committed professionals who want a career in Jewish life end up leaving the field.

Today many professionals working in the Latin American and the European, particu-

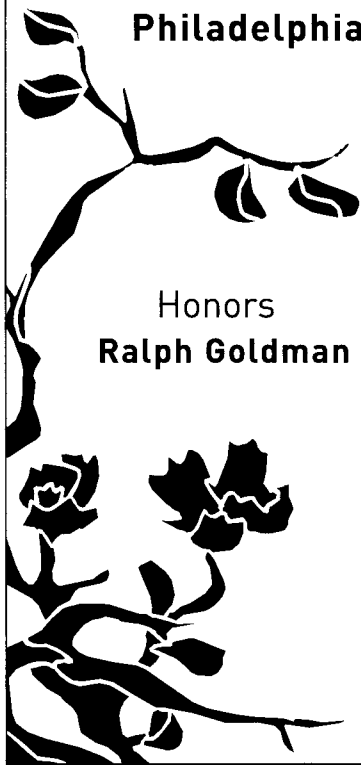
larly Eastern European, Jewish communities would like to build a global professional career in Jewish communal service.

JDC is building this professional corps informally, both as part of its own recruitment efforts and also because as part of its community development work in Latin America and Europe, it helps communities recruit professionals

Yet, the need for a new international Jewish professional corps remains. Its members would need to be trained in cross-cultural work, to be able to learn new languages quickly (diplomats and many rabbis do it), have a system of coaching in every new posting, and participate in periodic professional development classes and frequent meetings with their colleagues. In addition, there would need to be a centralized pension plan that would move with the professional from country to country.

This international professional corps differs from the *schlichim* (envoys) that Israel sends out to the communities of the world. Instead, global Jewish professionals can advance and move from a small community to a bigger one and from one organization to another, bringing the experience of one place to another and thereby enriching the global Jewish people.

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*Mazel tov and
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