

Director of Student Recruitment & Operations

(COO-Track)

 Fully Remote | Reports to: CEO
 Full-Time |  \$95K–\$135K +  Performance-Based Bonuses

Hasbara Fellowships is a mission-driven organization empowering Jewish student leaders to stand up for Israel and combat antisemitism on campus. We're seeking a high-level Director of Student Recruitment & Operations to lead with vision, build scalable systems, and fuel sustainable growth. This is a senior leadership role—with the right candidate on track to become Hasbara's future COO.

Why Join Hasbara?

Mission with meaning: Your leadership directly expands the reach of one of the most impactful Israel advocacy programs for students.

Lead with purpose: You'll build and coach a high-performing team that drives student recruitment and revenue growth.

Remote-first flexibility: Thrive from anywhere while making a global impact.

Collaborative culture: You'll partner closely with the CEO, marketing, fundraising, and programming teams in a fast-paced, high-impact environment.

Strategic growth opportunity: This is a career-building role with COO-track potential for a proven leader ready to scale both operations and impact.

Key Responsibilities

Sales Leadership

- Own the full sales cycle from lead generation to closing.
- Manage and mentor a recruitment team; set KPIs and drive performance.
- Develop scalable sales strategies, manage pipelines, and forecast outcomes.
- Oversee CRM usage (HubSpot), ensuring accurate tracking, insights, and reporting.
- Establish repeatable systems for prospecting and client retention.

Integrator & Operational Leadership

- Translate vision into execution as the CEO's strategic partner.
- Lead structured check-ins and reporting rhythms (weekly, monthly, quarterly).
- Ensure team alignment across departments (marketing, recruitment, programs).
- Identify bottlenecks and implement process improvements for scale.

- Oversee key initiatives, tracking progress and budgets.

Team & People Management

- Define roles, expectations, and performance goals across the team.
- Conduct regular 1:1s, team meetings, and performance reviews.
- Build a culture of feedback, transparency, and accountability.
- Recruit, onboard, and grow top-tier talent.

What We're Looking For

Required:

- 10+ years in sales leadership, business development, or operations
- Demonstrated success in scaling revenue and managing teams
- Strategic partner mindset with experience supporting executive leadership
- Strong operational skill set and process optimization ability
- Deep CRM experience (HubSpot, Salesforce, or equivalent)
- Excellent communication skills; English fluency
- High integrity, professionalism, and discretion
- Available to travel in the U.S. and to Israel several times per year

Preferred:

- Experience in Jewish or pro-Israel organizations
- Familiarity with the Israel campus advocacy landscape
- Spanish or Hebrew language skills

What We Offer

- \$95K–\$135K salary, commensurate with experience
- Performance-based bonus opportunities
- Fully remote flexibility
- Frequent travel to Israel
- Executive collaboration and leadership development
- COO career pathway in a mission-driven, fast-scaling organization

This role is for a leader who believes that sales can be a form of service—and who wants to help build a movement, one student at a time .

 [Apply now and bring your leadership to a mission that matters.](#)

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