



*We believe entrepreneurs are the greatest agents of change.*

**Our Generation Speaks** (OGS) is the first and largest Israeli-Palestinian startup accelerator designed to connect the next generation of Israeli and Palestinian entrepreneurs.

Recognizing the need for a new generation of leadership, OGS was founded at Brandeis University in 2014 and built strong partnerships with MassChallenge and MIT. The organization was the first startup incubator to use entrepreneurship as a vehicle to unite emerging leaders from Israel and Palestine. In 2016, it flew its first cohort to Boston. So far, OGS has graduated 160 alums over six cohorts



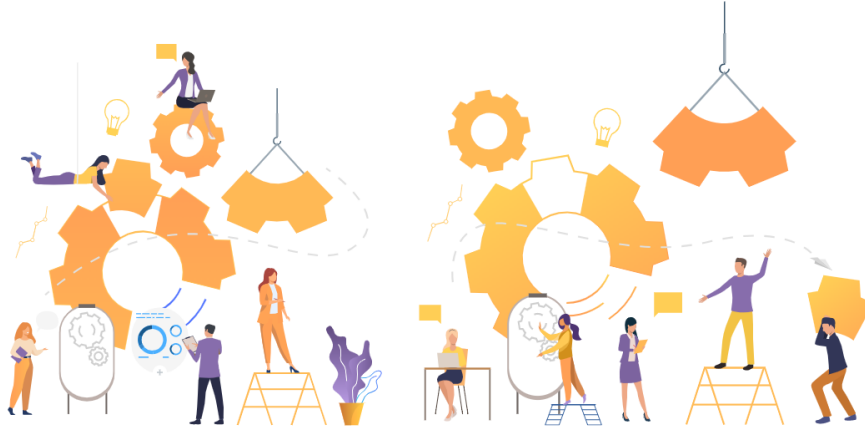
and its startups have collectively raised over \$50M in external funding. OGS has received national and global recognition for innovation and impact and was recently awarded a \$4.5M grant from USAID/MEPPA ([see press release here.](#)) This grant will allow OGS to expand its team and scale its activities and impact.

OGS is led by Lobna Agbaria, the Chief Executive Officer, alongside an influential Board of Directors comprised of Boston and NY-based business and academic leaders. The Advisory Board is chaired by the former Governor of Massachusetts and Harvard Kennedy School professor, Deval Patrick.

OGS at its core is a cutting-edge, fast-paced entrepreneurial organization, infused with energy, mission, and purpose. OGS is partnering with Boyden Boston to seek candidates who share a passion for relationship-building, advancing ideas and leadership, and creating

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a generation of Israelis and Palestinians committed to shaping a peaceful future built on trust.



### The Opportunity:

OGS is launching the search to hire its first Chief Finance and Operations Officer (CFOO) who will have the tremendous opportunity to build, expand, and strengthen the organization. The CFOO will bring to OGS a strong finance, HR, and operations background and strategic sensibility. S/He will act as a collaborative thought partner and critical member of its small leadership team responsible for financial decision making. Embracing the challenges of this opportunity, the CFOO will work to strengthen overall organizational capacity and impact, ensure compliance with the USAID award and align strategy and operations. S/He will be a team player with a strong connection to OGS's bigger mission of an Israeli-Palestinian peaceful future, where there are no easy answers.

### About Our Generation Speaks:

The majority of Palestinians and Israelis today have rarely met outside of a militarized or unfortunate context, and the distrust and overwhelming weariness from years of failed negotiations have led to a loss of hope. Our Generation Speaks believes that peace will only come when the human and economic infrastructure exists to support it. OGS aims to attract top-tier Israeli and Palestinians in their 20s and 30s, using entrepreneurship as the vehicle to empower and develop their capacities and networks and support them in creating a cross-border startup ecosystem.



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OGS hosts an annual 3-month fellowship in Boston in partnership with Brandeis University, MIT, and MassChallenge. OGS receives more than 1000 applications annually and accepts the top 30 candidates. Half of the cohort is Jewish Israeli, and the other half is Palestinian from the West Bank, Gaza, and Israel.

During the fellowship, the participants form teams together and build startups from scratch. OGS invests \$50K on average in promising startups (it makes 7-10 investments annually). OGS builds Palestinian startups, Israeli startups, and joint Palestinian-Israeli startups. Post fellowship, the startups launch and develop.

The alums join OGS Next, its vibrant alumni organization that is the largest cross-border network of Israeli and Palestinian entrepreneurs in the region.

The USAID award is given over three years (2023-2025), and will enable OGS to scale the number of fellows from 30 to 50 in 2024, make 59 new startup investments, and graduate 128 new fellows who will be a part of 274 alumni community in 2025. The grant will also help OGS build the capacity to sustain its growth post-award. The projected budget for this three-year project is \$13.3 million of which USAID has committed \$4.5 million.

More information about OGS, and its three pillars; (1) The Fellowship, (2) Startups, and (3) OGS Next, can be found at [www.ogspeaks.com](http://www.ogspeaks.com).

### Workplace Culture and Leadership:



As a start-up non-profit, OGS is a fast-paced entrepreneurial organization. Inspired and motivated by the mission, the OGS team is ambitious, opportunistic, and deeply collaborative. The team is located in the U.S., Palestine, and Israel. All employees spend three months in Boston during the Fellowship each summer. It is required that the CFOO be located in-person in Boston from May to September each year. Otherwise, the position will operate as a hybrid model with remote work and in-person meetings on demand.

The CFOO will report directly to [Lobna Agbaria, the Chief Executive Officer](#) of OGS. Lobna was introduced to OGS as a fellow in 2017 and joined the team in 2018. Before moving to Boston, Lobna practiced law for 7 years. As the manager of her own firm, she specialized in construction law with a focus on planning and zoning. Lobna is a Palestinian Citizen of Israel and, in her early 20s, co-founded the

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Sana Foundation, a nonprofit that provides academic scholarships to Arab women in Israel. As an OGS fellow in 2017, she co-founded SnapLand, an online platform for real estate professionals. Lobna holds a Bachelor of Laws and Bachelor's in Business Administration from Reichman University. In her free time, you can find Lobna playing middle blocker on a volleyball court.

### What OGS Fellows and Alumni Say:

*"I am a dreamer. Since I joined OGS for a summer fellowship last year, that dream was melded with reality. So much so that I co-founded ReGen, and I am working on the global mission to restore #soil health. If you have a dream, in any scale, OGS is a good place to start. While simultaneously creating the fertile soil (pun intended) for another dream to come true – peace in the middle east."*

*"This summer I'm spending my time at Brandeis University & MIT Game Lab as a part of the OGS incubator. And this is no ordinary incubator – this one puts Palestinians and Israelis together in order to help us develop startups while we help each other, thus creating a stronger bond. A few days ago, I took the stage with my teammates to pitch our idea to potential investors, donors, and the rest of the amazing fellows. Truly an amazing experience."*

*"Let's be real: how often do you get a chance to take a break from your life, travel to Boston, and spend 3 months focusing on nothing other than your personal and professional development? I was lucky enough to get that chance last summer with OGS, a startup incubator and people accelerator for Palestinians and Israelis. And although it sounds cliché, it really was a life-changing experience."*

*"OGS is a fellowship program where innovative individuals with a spark in their eyes can find an exceptional environment of emerging leaders that create high-impact ventures. Being far from home, and trying to build a startup, exposes an inner strength and allows rare focus that is priceless...The fellowship establishes a set of innovative enterprises that generate significant social and economic value while creating a cohort of young Israeli and Palestinian community leaders who cooperate across ethnic and political lines to build shared prosperity within the region."*

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### **The Role – Chief Finance and Operations Officer:**

The successful candidate will be a hands-on and participative manager who will lead to develop a strong finance and operations team. Reporting directly to the Chief Executive Officer (CEO), the Chief Finance and Operations Officer (CFOO) will be responsible for overseeing overall organizational operations, including finance, human resources, administration, business planning, legal, and information technology.

### **Responsibilities:**

#### **Finance:**

- Oversee and lead annual budgeting and planning process in conjunction with the CEO; monitor progress and keep senior leadership team abreast of the organization's financial status;
- Ensure compliance of financial and operations systems with USAID policies and procedures, rules, and regulations, contact requirements and government laws;
- Manage organizational cash flow and forecasting;
- Provide overall financial oversight and monitoring, including development and implementation of sound fiscal management practices and internal controls;
- Manage and oversee monthly accounting processes, including bookkeeping, payroll management, invoicing, and financial tracking of restricted grants. In this capacity, manage relationships with key external vendors, including the CPA firm and outsourced bookkeeping firm;
- Implement a robust financial management/ reporting system; policies and procedures adhered to, and that financial data and cash flow are steady and support operational requirements;
- Analyze and present financial reports in an accurate and timely manner; develop financial reporting materials for all donor segments and oversee all financial, project/program and grants accounting;
- Develop, analyze, and monitor program budgets, monitor, and track obligations and expenditures against budgets;
- Manage project procurement processes;
- Prepare and submit annual and quarterly financial reports. Contribute to the development of high-quality work plans, quarterly and annual reports, financial reports and other reports as required by USAID;
- Coordinate and lead the annual audit process; liaise with external auditors and the finance, compensation, and audit committees of the board of directors.

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### **Human Resources:**

- Manage and oversee OGS's human resources (HR) functions, including recruitment and hiring; Insperity processes (payroll, benefits, and HR consulting); administration and oversight; new employee orientation, and employee retention strategies;
- Further develop OGS's human resources capacity as the organization scales, enhancing professional development, compensation and benefits, performance evaluation, training, and recruiting. Ensure that recruiting processes are consistent and streamlined;
- Establish and manage a comprehensive training program to educate employees regarding staff policies and procedures;
- Work closely and transparently with all external partners, including third-party vendors and consultants.

### **Information Technology:**

- Oversee OGS's outsourced, cloud-based IT partner to ensure ongoing maintenance and quality of IT systems and infrastructure and to monitor performance against contract;
- Manage and track organizational need for computer hardware and software, procuring new equipment as needed;
- Collaborate with CEO to ensure successful implementation, and ongoing management, of Salesforce.com platform for stakeholder data tracking and volunteer/donor management as well as QuickBooks for managing financials.

### **Legal:**

- Oversee risk management and legal activities, including business and board insurance; working with legal advisors on memorandums of agreement, contracts, leases, and other legal documents and agreements, including investment/grant agreements related to OGS startups and the updating of OGS's 501(c)3 bylaws;
- Ensure compliance with all applicable laws and regulations, notably Massachusetts privacy and data security laws as well as those required by USAID.

### **Strategy and Business Development:**

- Work in partnership with CEO and leadership team to implement new strategic initiatives in response to scaling OGS's impact;
- Work in partnership with CEO and leadership team to develop strategic plan for OGS, including developing a business plan for scaling. Provide financial and operational input for all strategic planning processes;
- Partner with CEO and leadership team to represent OGS with key stakeholders, including

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fundors, the media, government, academic institutions, community organizations, and volunteers.

### General:

- Supervise an Operations Manager and a temporary summer staff member during the fellowship period each year.
- Oversee general office management functions to ensure effective, high-quality work environment and efficient, daily operations of physical plant and equipment;
- Oversee all administrative functions as well as facilities to ensure efficient and consistent operations as the organization scales.

### Key Qualifications:

OGS seeks a Chief Finance and Operations Officer who believes in its core mission and has experience developing and managing strong financial and operational systems in a high-growth environment. It also seeks an effective leader who can motivate, inspire, and develop a committed and diverse team. Key qualifications are enumerated below:

- **Commitment to OGS mission.** Dedication to and passion for OGS's mission to create an effective cross border network of Israeli and Palestinian entrepreneurs who will become the next generation of agents of change.
- **Financial management.** Proven track record in organizational budgeting and financial management. Experience with and understanding of general accounting, grant tracking, payroll management, human resources, and general business systems and functions. Demonstrated success in developing and monitoring financial systems, and a track record in grants management.
- **Operational skills.** Proven track record in developing and managing operational systems in a high growth organization; strong project management skills.
- **Attention to detail.** Tireless attention to detail and ability to complete work with the highest level of accuracy and efficiency. The ideal candidate has experience of final responsibility for the quality and content of all financial data, reporting and audit coordination.
- **Action oriented.** Ability to work in an entrepreneurial, fast-paced environment. Strong work ethic, flexible, and able to multi-task. Ability to synthesize data, make decisions, and communicate priorities to staff. Demonstrated resourcefulness in setting priorities, executing multiple tasks and achieving objectives.
- **Results oriented.** Unwavering focus on delivering high quality, data driven results. Committed to innovation, excellence, and entrepreneurship.
- **Strategic vision.** Ability to think strategically and connect strong execution to broader



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strategic priorities and objectives.

- **Leadership.** Exceptional capacity for managing and leading people from diverse backgrounds. Excellent communication and relationship building skills with an ability to prioritize, negotiate, and work with a variety of internal and external stakeholders. Self-directed, positive, energetic, flexible, compassionate, collaborative, and team-oriented individual, and has preferably overseen a human resources function.
- **Education and professional experience.** Minimum of a BS/BA degree, ideally with an MBA/CPA with at least 5-7 years of experience leading finance and operations in a fast paced, entrepreneurial organization. Relevant experience in a non-profit, programmatic environment with knowledge of Federal Funding/USAID rules and regulations, providing contractual and financial oversight to USAID funded projects of an equivalent size and complexity is preferred.
- **Personal qualities.** Integrity, compassion, sense of humor, mission-oriented, and commitment to excellence.

### Compensation:

The Chief Finance and Operations Officer position is an outstanding opportunity to join a high-growth, mission-driven organization. OGS offers a competitive compensation package including salary, health insurance, paid time off, and other benefits.

The salary range for this position is \$125K – 150K.

### Additional Information:

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. In addition, it does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the position change.

### Equity, Diversity, Inclusion, and Justice:

OGS is an equal opportunity employer. The organization celebrates diversity and is committed to creating an inclusive environment for all employees. Furthermore, it does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.





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Qualified applicants are invited to send a resume and cover letter to Wendy Wilsker, Managing Partner, [wwilsker@boyden.com](mailto:wwilsker@boyden.com) or Tamar Copeland, Executive Search Consultant, [tcopeland@boyden.com](mailto:tcopeland@boyden.com).