

Placement Rules

Rabbinic Eligibility

1. A rabbi must be a member in good standing. Dues must be paid in full and a dues declaration for the current year must be on file in the RA business office.
2. A rabbi must not have ethical, halakhic, or placement violations.
3. A rabbi must not have pending inquiries by the *Va'ad HaKavod*.
4. A rabbi must be contractually eligible for placement, either because the rabbi is in the last year of a contract, or has written permission of present employer, or the congregation has not renewed the rabbi's contract, or the rabbi is in the two-year window of opportunity.
 - a. The two-year window states: "[T]he Rabbi may seek or consider a change in pulpit during the twenty-four (24) month period preceding the expiration of [their contract], or, during the period of time coinciding with the last one-half (½) of the term of [the contract], whichever period is less."
 - b. Before a rabbi leaves a congregation under this window of opportunity the rabbi must give the congregation no less than six months' notice.
5. A rabbi must electronically acknowledge that they are bound by the Placement Rules.
6. A rabbi must upload a resume to their online profile.
7. A rabbi must upload a personality inventory, known as My Rabbinic Voice.

Congregational Eligibility

1. Members must be in good standing of USCJ.
2. Congregations must complete registration with E-Placement.
3. Congregations must complete a questionnaire.
4. All matters of termination between the congregation and the rabbi must have been resolved and mutually agreed upon, or in the process of resolution by an agency of dispute resolution recognized by the Rabbinical Assembly.

Graduating Student Eligibility

A graduating student must:

1. Upload a resume to their online profile.
2. Upload a personality inventory, known as My Rabbinic Voice.
3. Electronically acknowledge that they are bound by the Placement Rules.
4. Complete and electronically sign an online membership application.

Special Placements

Assistants

- All assistant positions must be listed with the RA Career Center.
- Assistants cannot automatically become senior rabbis of the congregations they are currently serving.

- All rabbis qualify to be assistant or associate rabbis. An assistant rabbi in a category D congregation will be eligible to assume the senior rabbi position after completing six years of service in that congregation as the assistant.



- The JPC and RA Career Office must be informed of an upcoming role transition and a congregation must go through the proper placement procedures including recognizing seniority requirements.

Interim

- Interim placements extend only for 1 year.
- An interim rabbi agrees that they cannot be a candidate for the full-time permanent position

New Congregations

- Any rabbi wishing to start, create, or develop a congregation (defined as any community of worshippers) must receive permission from the Joint Placement Commission, whether or not there is remuneration involved.

Seniority

Category	Congregational Size (in member units)	Current Year of Service Required to Apply to Congregation	Year of Service Commencing When Rabbi Assumes the Pulpit
AA	Assistant Rabbi	Ordination pending	Commencing first year of service (Newly ordained)
A	Up to 250	Ordination pending	Commencing first year of service (Newly ordained)
B	251-500	Currently in the second year of service	Commencing third year of service
C	501-750	Currently in the fourth year of service	Commencing fifth year of service
D	Over 750	Currently in the ninth year of service	Commencing tenth year of service

Rules of Placement

All candidates for placement, including congregations and rabbis, must agree to the rules of placement, including the agreement to use E-Placement exclusively in the search process. The use of any other search vehicle by the rabbi or congregation will be unacceptable unless a waiver is obtained in advance from the Joint Placement Commission. Any requests for waivers from the placement procedures described, by either a congregation or rabbi, must be submitted electronically to the RA Career Center.

Note: The following governs the relationship between the Joint Placement Commission, rabbis, and congregations:



Neither the Joint Placement Commission nor the Global RA Career Center may be party to a contract between a congregation and a rabbi and are to be held harmless for any claims arising from such a contract. In the case of a contract dispute between the congregation and the rabbi, the Placement Commission's function is only to give guidance and counsel. Rabbis and congregations participating in any matter before or with the Joint Placement Commission or the Rabbinical Assembly acknowledge by their participation that neither the Joint Placement Commission nor the Global RA Office owe any duty of care or fiduciary responsibility to the rabbi or the congregation.