

## Description

### **Who We Are:**

ABC Public Radio is one of the nation's premier public radio stations producing programming for radio, digital and live audiences and operates a #-station radio network serving nearly all of (the state) and parts of surrounding states. Reaching # listeners each week, ABC and its regional services (list of services) produce programming for radio, digital and live audiences.

### **Your Role:**

As the Director of Programming, ABCPR News you will provide leadership, strategic vision, daily oversight, and direct all ABCPR News programming. This position oversees the operations and execution of ABCPR News regional programs on the radio and online. In your role as the Director of Programming, ABCPR News you will report to the Executive Director of ABCPR News, with specific responsibility for establishing and managing the overall "sound of the service", ensuring the programming, operational execution, and sound supports that reflect the vitality and depth of ABCPR News. Your role will lead the teams and staff to achieve annual and long-term public service goals. As the Director of Programming, ABCPR News you will lead the ABCPR News program teams, and all on air staff to accomplish annual strategic goals.

We are looking for a high-performing programmer that is results-oriented and data-informed. Your role is also responsible for on-air talent performance, 24/ 7 programming schedule, and station performance goals.

You must be a short- term and long-term planner which means being able to plan a few days out as well as plan 6 months out to make creative programming plans that, for example, might reflect a certain time of year or big events.

### **Application Deadline: Open until filled**

### **Position Responsibility:**

- Oversee all programming decisions for the KXYZ FM, ABCPR News regional radio network, and digital streams including planning and production of five daily shows: (list of shows). Each has senior producers and dedicated production staffs.
- Plan for and execute breaking news broadcasts of regional, national and international events.
- Plan and communicate all special coverage of significant regional events.
- Oversee the newscast schedule, and ABCPR New newscasters' performance.
- Supervise 4 hosts and a Chief Meteorologist.
- Provide regular "air-checks", manage and coach on-air staff.
- Recruit top on-air and news talent.
- Oversee severe-weather broadcasts and planning.
- Oversee voice strategy and production.

- Serve as news department liaison to the ABCPR News network stations around the region as well as the liaison to broadcast ops, membership, marketing and live events teams.
- Set and execute promotion strategy of KXYZ and ABCPR News network stations.
- Oversee dual-format programming and promotions on WABC-FM.
- Monitor and understand radio audience data.
- Serves as main contact for all national programming relationships.
- Support show hosts through coaching, performance meetings and on-going feedback.
- Support digital strategies, activities, especially our digital audio streams.
- Encourage creativity, invention and risk-taking in radio production to surprise, and engage current audiences and to attract "the next generation" listener.
- Coordinate programming for on-air fundraisers.
- Foster a creative and productive work environment.
- Create development opportunities for staff and training to enhance skills and foster growth.
- Create and manage promotional schedules in conjunction with other divisions.
- Help ensure that operating budget goals are met.
- Oversee development and execution of any new regional news programs and segments.
- Embrace diversity in the composition of ABCPR's on-air staff.
- Manage the training process for all on-air staff.

## Requirements

### **Required Education and Experience:**

- Bachelor's degree or equivalent experience.
- 8-10 years broadcasting leadership experience, ideally in the top 30 media markets in the U.S.
- Broad background preferred in public affairs and news.
- 3-5 years management experience a must.

### **Required Skills, Knowledge and Abilities:**

- Fluent on podcasting, on demand and voice technology and trends
- Vision for serving public media audiences and attracting new audiences
- Familiarity with key broadcast tools, such as control boards, play-to-air systems and remote connections
- Familiarity with Content Depot, PRX and other content portals
- Comfort working in a quickly changing environment and a nimble decisionmaker
- Ability to think creatively and to lead a collaboratively
- Ability to work across the organization
- Demonstrated track record of leadership in building audiences through effective radio programming, manage multiple priorities, and bring new concepts to fruition

### **Reporting To This Position:**

- ABCPR New Hosts
- Newscasters
- Assistant Program Director/s
- Meteorologist(s)

**Physical Demands and Working Conditions:**

- Must be able to perform the essential duties of the position with or without reasonable accommodation
- Physical Demands:
  - Required to move about in an office environment and sit for extended periods of time
  - Required to move about in the community
  - Frequent use of hands for data entry/keystrokes and simple grasping
- Working Conditions:
  - Moderate noise level
  - Occasional exposure to prevalent weather conditions