

POSITION DESCRIPTION

WXYZ RADIO **News Director**

OPPORTUNITY

WXYZ seeks to fill the position of News Director. The role is integral to the strategic goals of WXYZ. The successful candidate will oversee the news brand end-to-end, from strategic vision to planning to editorial decisions to production and operations to building community across multiple platforms. If you like the challenge of building something new, scaling it and working through the challenges and opportunities of a changing news and media environment, this is a perfect moment and scenario to join a spirited, entrepreneurial organization that values its passion for mission.

LOCATION: (city)

KEY RELATIONSHIPS

Reports To: (title)

Direct Reports: (list reports)

Other Key Relationships: (list other positions)

POSITION RESPONSIBILITIES:

Major Responsibilities:

- Develop and establish near term and long-range news strategy and planning in context of the overall ABC Public Radio mission and service priorities.
- Articulate and hold the long-term vision while leading others across the organization to achieve the necessary incremental steps.
- Develop, communicate and execute the vision for the station in collaboration with WXYZ senior leadership team, brand leaders and other key stakeholders.

Specifically this includes:

- Bring fresh thinking to the news strategy; develop audience-focused vision for WXYZ News in collaboration with senior managers and key stakeholders that is seeded in ABC Public Radio's strategic plan
- Build and/or support news brands for politics and government, business, education, transportation and culture, as well as emerging brands to be identified and developed
- Cultivate and grow conversation, community and engagement around the news brands
- Envision and lead a cross-platform strategy for WXYZ News, and assess and enhance the team's ability to deliver and execute the strategy
- Assess the department's organization structure and establish effective roles, responsibilities and workflows for a changing newsroom
- Integrate broadcast and digital teams under cohesive vision
- Champion diversity of ideas, perspectives, subjects, interviews and staff that is representative of the city we serve
- Play primary role in content management with other department leaders
- Develop and cultivate partnerships with external organizations to extend our brand and audience reach; seek out creative ways to maximize impact for WXYZ and its partners

- Plan and develop special coverage, including its integration with other ABC Public Radio programming and external partnerships
 - Manage resources against key priorities
 - Be accountable for quality and impact of WXYZ journalism
 - Model and enforce WXYZ journalism ethics standards, expectations and policy
 - Provide professional mentoring, coaching, and leadership to the newsroom managers and team. Foster and maintain a high-energy, collaborative culture that motivates strong performance and team spirit. Recruit and develop talent.
 - Complete thoughtful and timely goals and performance reviews for staff
 - Develop and manage budget
 - Comply with and administer the policies of WXYZ and ABC Public Radio
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IDEAL CANDIDATE PROFILE

We are seeking to recruit a candidate with most of the following:

Knowledge:

- A broad-based knowledge of journalism and related standards, the news media environment and audience consumption trends
- Up-to-date knowledge of current and emerging multi-platform news content, including text, audio, video, photos, graphics, data, visual journalism/storytelling and community building
- Hands-on knowledge of special coverage, features, enterprise and investigative reporting and breaking news

Skills, Capabilities and Experience:

- Distinguished editorial credentials.
- Exceptional leadership and management skills with previous experience building teams, hiring, developing and retaining employees, and clearly articulating roles & responsibilities
- Demonstrated success building and managing ad hoc teams as needed to accomplish complex goals
- Experience providing long-term planning as well as oversight of day-to-day news (editorial and operations)
- Track record of results achieved from translation of audience research and knowledge into news strategy and tactics
- Strong, decisive, flexible and collaborative leader
- Handle urgent and stressful situations well and without drama
- Pro-active and solution oriented
- Strong accountability for budgets
- The stature and confidence to effectively represent ABC Public Radio and build relationships with high-level clients, decision-makers, and external stakeholders
- Excellent follow-through, prioritization, and organizational skills
- The ideal candidate will also have a background or familiarity with digital media, public media, and experience in New York City or the region.
- Success in evangelizing/driving forward the news agenda for a multi-product, multi-platform media organization as it builds out its digital capabilities.
- Ability to add value at the strategic levels, while effectively managing implementation to the tactical level through effective team leadership.
- Excellent communication skills—both oral and written—with an impressive reputation for building and maintaining relationships with people at all levels of an organization, across a diverse range of cultural, generational, ethnic, racial, educational and social backgrounds

- Requires the intellectual and emotional depth, maturity, self-confidence and interpersonal skills to work effectively and/or interact with the other programming and news staff, executives at ABC Public Radio, colleagues, and partners as needed
- This position requires use of a computer, telephone and other office equipment; ability to communicate effectively through a variety of methods; requires ability to work extended hours as needed.
- 10-15 years journalism experience in radio, print or television.
- Current digital media experience.
- College degree required. Masters or equivalent work experience required.

Style and Values:

- Affinity for WXYZ's programming. Interest in news, arts and culture, public affairs, the global community.
- Strong intellect and curiosity quotient. Innovative thinker and problem-solver.
- Interest in building and transforming, and navigating the exploration, discovery and uncertainty inherent in doing something new, developing and innovating.
- Open-minded and willing to embrace diverse opinions and perspectives.
- An entrepreneurial, hands-on, high-energy style.
- The ability to navigate effectively and find win/win solutions in a leadership role that demands the ability to balance competing priorities and interests with the cultural values of a mission-driven, non-profit public media organization.
- Excellent team collaboration and people management skills.
- High-integrity personal character and professional work ethic.

Note: The statements herein are intended to describe the general nature and level of work being performed by employees, and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.