



## News Director

KPFA is seeking a seasoned journalist with a steady hand to lead and manage our news team and oversee the production of high-quality, mission-driven news content. This includes reporting on the Trump Administration's norm-busting initiatives, their local impacts, and the many forms of resistance. This role is ideal for those with a strong background in journalism and a passion for delivering accurate and timely news to our listeners. As the News Director, you will be the strategic mastermind behind news programming, ensuring that content meets high journalistic standards and resonates with our audience. This position requires a diverse skill set that includes on-air anchoring, leadership, editorial judgment, and a deep understanding of the rapidly evolving media landscape. If you're interested, continue reading to explore the critical elements that make this position challenging and incredibly rewarding. We invite you to apply.

**JOB BRIEF:** As KPFA's News Director, you will play a crucial role in shaping our alternative news coverage while ensuring accurate and engaging information delivery. The News Director also identifies, recruits, and manages talent, sets clear, achievable, and measurable goals for individual performance, provides frequent and constructive feedback, and holds staff accountable to themselves, the team, and KPFA.

This role is essential for our News Director to establish and maintain a new media strategy for distributing our news and information across various digital platforms, including Facebook, Instagram, Bluesky, mobile apps, and live streaming. This position demands strong leadership skills and a deep understanding of the constantly evolving news landscape. You will collaborate with different departments and work closely with the other managers to steer the station's strategic direction. This position manages the News Department staff, including the headlines editors, anchors and reporters and has the authority of ["supervisor" as stated in the National Labor Relations Act](#). The News Director reports to the General Manager.

### DUTIES & RESPONSIBILITIES:

- Manage, mentor, and train a team of paid and volunteer reporters and news anchors.
- Develop and implement strategies to enhance the quality and relevance of our coverage.
- Oversee the planning and execution of news stories, ensuring accuracy, fairness, and adherence to journalistic standards.
- Work with other departments, such as Engineering and Programming, to guarantee the smooth coordination and integration of news content.

- Stay informed about current events and industry trends.
- Monitor and analyze audience feedback to meet audience preferences.
- Manage the news budget and resources efficiently to enhance productivity.
- Encourage a positive and collaborative work environment by offering guidance and support to team members.
- Establish clear expectations, monitor employee and volunteer performance, conduct regular performance evaluations, apply corrective action when necessary, and practice consistency and fairness when adhering to station guidelines.

#### **DETAILED RESPONSIBILITIES:**

- Develop and implement editorial policies and guidelines to ensure consistent, high-quality news content.
- Work with reporters and journalists to discover and cultivate newsworthy stories and perspectives.
- Review and revise news scripts to ensure accuracy, clarity, and compliance with journalistic standards.
- Coordinate with production teams to guarantee news content's smooth and timely delivery.

#### **OTHER RESPONSIBILITIES:**

- Coordinate news content across platforms, evaluate staff performance, and build relationships with community leaders.
- Newsroom management: Lead newsroom meetings and editorial planning sessions
- Budget Management: Oversee the news budget and allocate resources.
- Compliance: Adhere to FCC broadcasting regulations and station policies.

#### **QUALIFICATIONS:**

- A degree in journalism or a related field.
- On-air experience, a newsroom veteran, preferably in a leadership role.
- Strong communication skills.
- Ability to work under pressure and demonstrated ability to maintain a professional demeanor, especially in a fast-paced environment of constant demands and frequent interruptions.
- Knowledge of FCC rules and journalism ethics.
- Experience with digital news platforms, websites, and social media infrastructure.
- Proficiency in newsroom software and content management systems.
- Experience in managing budgets.
- High energy level, enthusiasm, initiative, and flexibility.
- Strong self-motivation in carrying out responsibilities, organizing and prioritizing multiple tasks, and meeting deadlines.
- Ability to handle and protect sensitive, confidential material.

- Proven experience recruiting, retaining, and leading dynamic and talented people to build superior, inclusive teams.
- Proven experience in successfully managing teams, including setting, motivating, and achieving individual and departmental goals, mentoring and managing performance for all team members, and facilitating communication between teammates with different styles.
- Ability to work cross-departmentally, facilitating cooperation between teams and leading by example to ensure alignment on organization-wide goals.
- An understanding of the concepts of institutional and structural racism and bias and their impact on under-invited communities, either through lived experience and/or training and education.
- Commitment to advancing justice and equity in media.
- Demonstrated ability to work effectively with people of diverse backgrounds, promote a positive working environment and spirit of cooperation, and react positively to change and conflict resolution.
- Must be able to work an irregular schedule, including evenings or weekends as needed and additional hours during peak times or as required.

**Physical Requirements:** Long periods of being in a stationary position, operating a computer and other office equipment, frequently moving to and from various work areas, often communicating by phone, email, and Google Meet.

**Working Conditions:** This position requires one to work in the station at least four days a week.

**Compensation & Benefits:** Exempt Full-Time, Management position. \$70,000 to \$75,000 annually, depending on experience. Employer-paid (up to all-family) medical and dental; 403B retirement up to 4% employer match, FSA and Commuter benefits available. Generous vacation, sick and holiday leave package.

**To apply, send a resume, cover letter and two links of your radio journalism work to [jobs@kpfa.org](mailto:jobs@kpfa.org) by 12 noon on Tuesday, April 22, 2025.**

KPFA is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.