



**The Pacifica Foundation is currently accepting applications for a
NEWS DIRECTOR at WPFW-FM (Washington, DC)**

Employment Type: Full-Time, Hybrid (at least three days per week), This is a SAG AFTRA union position. Applicants do not have to be a current union member; membership will be required upon hire.

Exemption Status: Exempt

Application Deadline: Friday December 19th, 2025

The Pacifica Foundation was founded in 1946 and is a non-profit organization providing educational services through listener-supported community FM radio. There are five listener-supported FM radio stations in the Pacifica network: KPFA Berkeley, KPFK Los Angeles, KPFT Houston, WBAI New York, and WPFW Washington, DC.

Pacifica is dedicated to education, free speech, peace, social justice, and cross-cultural understanding. Pacifica's national and local boards include elected delegates of listener and staff members.

The Pacifica Foundation is seeking a seasoned, mission-driven journalist with strong editorial judgment and leadership experience to guide the long-range development and day-to-day operations of the WPFW News Department. This role serves WPFW's station-specific needs while also supporting the broader Pacifica network. The News Director plays a pivotal role in advancing the Pacifica Foundation's vision for independent media, progressive social change, and community accountability.

Reports To: WPFW's General Manager

JOB SPECIFICATIONS Duties, Tasks, and Responsibilities:

WPFW's News Director will lead the creation and distribution of high-quality, mission-driven news content that connects with the interests and concerns of our diverse audience across the country. This includes reporting political initiatives, their local impacts, and the many forms of resistance; elevating underrepresented voices; and

producing coverage that reflects Pacifica's humanistic, global, and forward-thinking approach to journalism.

This position requires strong editorial judgment, on-air competency, excellent communication skills, and the ability to manage a cross-functional team of reporters, editors, producers, volunteers, and anchors. The News Director will oversee multi-platform distribution - including radio, web, social media, mobile, and live streaming - and steward the long-term strategic development of Pacifica's news operations. The News Director will represent Pacifica within community settings, at public events, within the Pacifica Affiliate Network, and in coordination with station and national management.

This role carries supervisory authority under the National Labor Relations Act and reports to the WPFW General Manager while supporting the network's broader editorial goals.

DUTIES & RESPONSIBILITIES

Leadership, Management & Long-Range Planning

- Lead the day-to-day operations and long-term development of the WPFW News Department.
- Establish best practices for editorial quality, workflow, and news production across the station and network.
- Foster a collaborative, inclusive, mission-driven newsroom culture that supports staff and volunteer development.
- Recruit, mentor, and retain a diverse team of paid staff and volunteers.
- Set clear, measurable goals; conduct performance evaluations; and ensure accountability.
- Represent the station and Pacifica Foundation in public forums, within the Pacifica affiliate network, and in Pacifica management settings.
- Engage in long-range planning that advances the department's journalistic reach, community relevance, and fundraising capacity.

Editorial Direction & Content Production

- Shape WPFW's alternative news coverage, ensuring accuracy, fairness, integrity, and mission alignment.
- Develop and implement editorial guidelines, policies, and standards.
- Serve as an editor, reporter, anchor, and producer as needed.
- Write and produce regular news updates, including daily 5-minute newscasts and breaking news coverage.
- Provide editorial and production support for the Pacifica Foundation's national special programming.

- Identify and cultivate newsworthy stories, sources, and community perspectives.
- Lead editorial meetings and newsroom planning sessions.

Digital Strategy & Multi-Platform Distribution

- Build and maintain modern news distribution strategies across Facebook, Instagram, Bluesky, station websites, mobile apps, podcasts, and live streams.
- Ensure seamless coordination between radio broadcast and digital content delivery.
- Monitor and analyze audience behavior to strengthen engagement and relevance.

Operational, Administrative & Compliance Responsibilities

- Manage the WPFW News Department budget and allocate resources efficiently.
- Ensure compliance with FCC regulations, journalism ethics, federal and local DC requirements, and all Pacifica policies.
- Build relationships with community leaders, advocacy groups, and partner organizations.
- Protect sensitive and confidential information.
- Coordinate with Engineering, Programming, Development, and other departments to support station-wide operations.

QUALIFICATIONS

- Degree in journalism or related field preferred.
- Extensive newsroom experience, including supervisory or leadership roles.
- Strong on-air performance and reporting skills.
- Excellent writing, editing, and communication abilities.
- Deep knowledge of journalism ethics, FCC regulations, and media law.
- Experience with digital news production, multimedia platforms, and newsroom software.
- Proven ability to manage budgets, personnel, and complex projects.
- High energy, initiative, and flexibility, with the ability to work under pressure in a fast-paced environment.
- Demonstrated ability to work across departments and facilitate collaborative decision-making.
- Proven experience building and leading diverse, inclusive teams.
- Understanding of institutional and structural racism and its impact on marginalized and underrepresented communities.
- Commitment to Pacifica's mission of advancing justice, equity, democracy, and progressive social change.
- Ability to work an irregular schedule, including evenings, weekends, and expanded hours as needed.

PHYSICAL REQUIREMENTS

- Long periods of stationary computer-based work.
- Frequent movement between workspaces.
- Regular communication via phone, email, and video conferencing.

WORKING CONDITIONS

- Must work on-site at least three days per week.
- Occasional off-site or community-based events are required.

Requirements: Employment is contingent upon proof of eligibility to work in the U.S., 21 years of age or older, verification of degree/credentials, satisfactory Background Check, agreeing to uphold all of the Pacifica Foundation Policies and Procedures, Confidentiality Agreement, Policy on Outside Employment, Policy on Ethics, Policy on Prohibiting/Preventing Workplace Violence, Policy to Prohibit Harassment in the Workplace, adhering to Drug-Free Workplace Policy, compliance with Workplace Injury and Illness Prevention Policies, and compliance with HIPAA Rules and Regulations, (by signature).

Compensation: \$50,000 - \$55,000 per annum, DOE; Benefits: medical, dental, disability, vacation, and holiday (upon completion of introductory status).

The Pacifica Foundation is an EQUAL OPPORTUNITY EMPLOYER. Pacifica Foundation does not discriminate based on race, color, ancestry, religious creed, national origin, ethnicity, gender, age, marital status, disability, medical condition, or sexual orientation. Women and minorities are encouraged to apply.

Send resume, cover letter, and two links of your radio journalism work to HR@WPFW.org. Résumés must be submitted in PDF format only. Word documents (.doc/.docx) will not be accepted.

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