



JOB DESCRIPTION

News Director

Overall responsibility of the **News Director** is to lead the News organization and the development of local content across all media platforms. Provides leadership and drives strategy for News coverage, driving culture of creativity and excellence. Works closely with Sales, Engineering, Production and other departments to further multi-platform opportunities and support Denali Media's branding and programming initiatives.

Essential Duties of the **News Director**:

- Sets vision, establishes the brand, ensures news strategy is well conceived and provide multi-platform, high quality coverage, accuracy, and integrity to improve competitive position in the market.
- Develops and executes strategic mission and tactical operation of newsroom while ensuring the highest levels of journalistic, ethical, TV production and promotional standards are maintained.
- Makes executive time-sensitive decisions.
- With consideration of payroll, staffing, field, and news operations to meet established goals and objectives within established budget parameters in cooperation with Assistant News Director and Director of Marketing.
- Develops annual capital and operational budgets which encompass growth and profitability and is responsible for attaining the goals established within those budgets.
- Ability to lead a multi-platform environment (digital, OTT);
 - Newsgathering, production, news programming and presentation
 - Evolving and executing the vision and mission of the News Department and the Denali Media stations
 - Setting weekly and daily deadlines and goals
 - Works closely with news managers, assignment editors and producers to determine content needs.
- Creates the cohesive standards for all aspects of the on-air presentation in coordination with the brand.
- Works with Denali Media management in the effective use of resources and synergies in managing operations to develop standards and processes for optimal performance within established budget.
- Manages and develops news personnel. Responsible for hiring, leading, developing and managing the performance by those reporting to this position; establishes and communicates clear performance expectations, makes recommendations for salary increases. Provide timely annual performance reviews to all direct reports, and ensure that all employees within the department receive annual performance reviews on time. Responsible for team results and recommends and /or approves promotions, demotions, transfers or disciplinary actions up to and including termination. Maintains a union free workforce through effective communication and regular feedback to employees regarding their performance against expectations, and use of effective performance recognition of groups involved.

Knowledge, Skills and Abilities:

- Ability to lead a news room into the future with knowledge of state-of-the-art trends, creative news distribution avenues, and a multi-platform environment (digital, OTT)
- Maintain knowledge of and consistently vision the future of news distribution.
- Demonstrated knowledge of editorial judgment, journalistic ethics and libel laws

- Working knowledge of FCC Rules and Regulations
- Experience preparing departmental budgets, developing strategic plans to operate within budgets
- Ability to multi-task in a dynamic, content driven, technology intensive environment and meet deadlines
- Ability to read, comprehend, analyze and compose business reports and business correspondence.
- Ability to effectively present information to and respond to questions from co-workers, managers, clients, customers and the general public.

Office & Field Position: Physical effort may include stooping, kneeling, touching, feeling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, talking, hearing, and repetitive motions. Hearing, vision, depth perception, and hand-to-eye coordination sufficient to perform job duties. Visual and auditory acuity necessary to operate equipment and identify color-coding. Strength, stamina and coordination sufficient to perform job duties.

Working Conditions: Most activities conducted inside under pleasant climatic conditions. Work can be intense and stressful due to time/resource limitations when scheduling multiple tasks with inflexible deadlines. May get phone calls after hours and must be able to deal with 24/7 issues that may arise; must be willing to travel; and must be willing to have flexible work hours.

Minimum qualifications:

- High school diploma or equivalent required. Bachelor's degree in broadcast journalism, communications or related field preferred. Master's Degree in the appropriate field highly valued. A combination of relevant work experience and/or education sufficient to perform the duties may be substituted for the degree on a year-for-year basis.
- Seven (7) years' experience at a media organization in a leadership role such as a News Director, Assistant News Director or similar, including five years in a managerial role with proven experience building and leading strong teams.
- Driving Requirements (if applicable): Must possess and maintain a valid driver's license, proof of insurance, and a satisfactory driving record.

EEO: We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or another characteristic protected by law.

Please apply at: <http://www.gci.com/about/careers> Job #17000180