



## **The Opportunity**

Charlottesville Tomorrow, a nonprofit hyperlocal news organization in Charlottesville, VA, is seeking a dynamic journalist to become its next News Editor. The News Editor will work with the Executive Director and Charlottesville Tomorrow's reporters to drive Charlottesville Tomorrow's news coverage and forward its journalistic mission.

The News Editor will oversee and manage all aspects of the organization's journalism initiatives, with a particular focus on expanding the impact of its news coverage, diversifying its perspectives, developing its source and information network, covering important stories, and providing editorial leadership for its team of writers. In addition, the selected candidate will work closely with the Executive Director to develop the strategy and systems that will help the organization solidify its role as a national leader in nonprofit, hyperlocal, mission-driven journalism.

## **Background**

Founded in 2005, Charlottesville Tomorrow is a pioneering, national model for the future of local news. The nonprofit is highly respected for its award-winning journalism and mission to convene and engage the public to create a better community. Charlottesville Tomorrow is a trusted source of in-depth information on key quality of life issues before local government in the City of Charlottesville and Albemarle County. Charlottesville Tomorrow's journalism is widely distributed to the public through partnerships with the daily newspaper (print & online editions), on its website, in email alerts, and in local election voter guides. Charlottesville Tomorrow's unique partnership with The Daily Progress newspaper has been profiled by numerous national media publications, and the collaboration provides the community with greater access to in-depth solutions journalism.

Charlottesville Tomorrow has about 23,000 readers utilizing its website on a monthly basis, and it has more than 14,000 subscribers to its email newsletters. For more information, go to the Charlottesville Tomorrow website: [www.cvilletomorrow.org](http://www.cvilletomorrow.org).

## **Charlottesville Tomorrow Position Profile**

News Editor ~ Charlottesville Tomorrow

The News Editor supervises the Charlottesville Tomorrow newsroom, which includes two Reporters and up to four paid Interns, in addition to freelancer and partner relationships. Following the recent departure of Charlottesville Tomorrow's Senior Reporter, the News Editor will work closely with the Executive Director to recreate the organization's news identity, with special attention to: staffing model, editorial processes, platform innovation, journalistic voice and ethic, and news impact.

**Major Duties and Responsibilities include:**

- Manage the day-to-day activities of the Charlottesville Tomorrow newsroom, including: serve as editor-in-chief assigning and editing stories; respond to reader inquiries; ensure adherence to organization's nonpartisan mission and journalistic standards; supervise, mentor and empower staff to accomplish objectives; attract and retain organizational talent.
- Expand Charlottesville Tomorrow's role as the leading provider of in-depth information on key quality of life issues impacting the Charlottesville-Albemarle area by implementing cutting-edge digital and multimedia publishing and journalism best practices with a focus on improving citizen engagement with local government.
- Collaborate on the creation of an innovative platform designed to be the cornerstone of a digital distribution and publishing model and create a new solution for hyperlocal, nonprofit media organizations.

**Travel**

Occasional travel is required, generally within Virginia, and periodically to other states for conferences supporting Charlottesville Tomorrow's mission.

**Compensation and Benefits**

A competitive compensation package will be offered, dependent on education and experience. The benefits package includes three weeks of vacation in the first year, family coverage for medical and dental insurance, and a Simple IRA retirement plan.

**Education**

A Bachelor's degree is required. Persons with degrees in journalism or business may be advantaged.

**Professional Qualifications**

The preferred candidate may be an experienced journalist with an entrepreneurial and innovative mindset about the future of nonprofit hyperlocal media. A familiarity with local planning and land use process and a keen interest and passion for Charlottesville Tomorrow's mission and the Charlottesville-Albemarle area may be well suited for this role.



## **Knowledge, Skills, Abilities and Attributes**

- Commitment to mission. Able to demonstrate a strong commitment to and entrepreneurial-like passion for delivering high-quality, unbiased journalism and reporting and for the mission of Charlottesville Tomorrow.
- Understands the mechanics of modern journalism and publishing. Capable of supervising full-time journalists; comfortable editing all news content; meets deadlines; coordinates news coverage assignments with media partners; understands and appreciates the technology required to publish and distribute nonpartisan information and research.
- Excellent skills as a writer and reporter with the ability to manage multiple source networks in a small, high-profile city/county with a major university.
- Senior-level editorial experience. Minimum of three years of newsroom editorial experience or comparable experience in digital media. Candidates who have operated as executive/managing editors and effectively managed multiple, diverse constituents are strongly preferred; comfortable leading by example and direct engagement.

## **Contacts**

Charlottesville Tomorrow firmly supports the principle and philosophy of equal opportunity for all individuals, regardless of race, religion, sex, age, national origin or disability. Interested candidates should send a cover letter (including compensation expectations) and a resume/CV to [argregory@cvilletomorrow.org](mailto:argregory@cvilletomorrow.org).