



Job Title: Community Journalism Director
Job Type: Full-Time; Non-Exempt
Reports To: Sr. Director of Communications & Donor Services

Purpose:

Waco Foundation is a community foundation that works to improve quality of life in McLennan County. Access to trusted and factual local news is critical for a thriving, civically engaged community. In 2020, Waco Foundation engaged with the American Journalism Project to conduct a local news and information sharing landscape analysis. Results of the study indicated many Waco residents do not feel they have adequate, relevant and accessible information about their communities and the decisions that impact their daily lives.

The Community Journalism Director will work with Waco Foundation and other community stakeholders to launch an independent, equity-centered and community-led nonprofit news initiative that serves the greater Waco area. Waco Foundation will serve as an initial funder and programmatic supporter, but the news initiative will function with full editorial independence.

Nature of Work:

Work at Waco Foundation is highly-suited for the individual who has a positive attitude and a passion for improving the world, particularly the local community, and who seeks opportunities to engage in hard work, problem-solving and personal growth as a part of a close, professional team.

The Community Journalism Director will have a background in journalism and community engagement and will use that experience to build support for local community reporting in Waco and McLennan County. Candidates should have a track record of cultivating deep community relationships and grassroots organizing to promote solutions for big issues.

A Successful Candidate Will Have:

- Bachelor's degree
- 5-7 years of experience in engagement journalism, community organizing, grassroots political campaigning or a related field;
- A demonstrated commitment to equipping and organizing people toward collective action;
- Impeccable and inclusive project planning and prioritization skills;
- Ability to rally stakeholders and solve problems creatively and collaboratively;
- Experience managing non-profit development or growth and cultivating relationships with major donors;

- A self-starter mindset who is ready to work very hard in a learning-oriented, entrepreneurial-style program;
- Demonstrated experience synthesizing information to drive alignment and decisions using data as the cornerstone for all decisions;
- A commitment to advancing democracy and improving the lives of all Wacoans;
- Excellent communication skills and the ability to communicate and collaborate with a variety of constituents including donors, community leadership and stakeholders;
- Professionalism, discretion, diplomacy and flexibility;
- General affinity for working with people and the ability to interact respectfully and confidently with people of diverse backgrounds, perspectives and culture.

The Work:

- Utilize the American Journalism Project study to cultivate a network of local partners in media, community organizing, education, academia and government, and assess and build the capacity of these entities to engage in the local news ecosystem;
- Host and attend meetings to spread awareness and build engagement around local, nonprofit news;
- Based on the findings of the American Journalism Project study and assessment of local capacity, establish and manage a community-led nonprofit news initiative for Waco that centers around trust, accuracy, accessibility;
 - Lead the creation of products, such as a website, email newsletter, social media, SMS updates, mobile apps, etc.
- Host special events to promote local knowledge of Waco/McLennan County and its civic processes;
- Apply an equity framework to all programmatic decisions to ensure the Nonprofit News initiative reflects the greatest need as it applies to race, gender and other demographics;
- Develop and maintain an accurate program budget that is growth focused;
- Engage with donors and other funders to develop a fundraising strategy that includes major gifts, local, state and national funders, corporate partners and individuals;
- Build and maintain a donor management database to ensure professional data management.

We know not all strong candidates will have all the skills listed. That's okay. Research shows that women and people of color are less likely to apply for a position if they don't meet every skill listed. Waco Foundation is committed to creating a better, more diverse, and more inclusive news ecosystem for our community, and that starts with doing the work ourselves. So if your past experience doesn't align perfectly, but you know this is the role for you – please tell us!

Work Hours:

Business hours; 8:30 a.m. to 5:00 p.m. - Monday through Friday (37.50 hours per week).

Pay Rate:

\$75,000-\$90,000 annually plus a robust benefits package.