



RAVEN RADIO
KCAW • 104.7 FM

General Manager
KCAW FM Sitka, Alaska
Raven Radio



An opportunity like no other

Raven Radio is equal parts community radio station and major media brand. It was social media before anyone used that term. It is a place where the community looks to connect, where diverse music, ideas, and voices thrive. It is calm and reliable news coverage in a world that has become uncertain and chaotic. And... it's the opportunity of a lifetime for someone who wants to start or build a career in nonprofit management.

Salary range

\$52,290 – 65,000 with competitive benefits. This is a full time, exempt position.

Who is the perfect candidate?

Raven Radio has had only four general managers in its 35-year history. All brought different strengths, talents, and ideas to the job, and all shared an unwavering dedication to serving the interests of our audience and community. Other than that, there's simply no mold.

The perfect candidate for Raven Radio will...

- Guide and support the creative energy of a small, talented staff.
- Engage and support our community of station volunteers.
- Harness the insights and talents of a dedicated board of directors.
- Activate your networking chops within Sitka, Southeast Alaska, and the state.
- Build partnerships with members and businesses for long-term sustainability of the station and its training and development programs.
- Develop KCAW's brand as we connect with new audiences online.
- Oversee the care and feeding of our historic broadcast facility in downtown Sitka.
- *Not necessarily have professional radio experience.*

Should I apply?



We think so. KCAW occupies a special place in the media universe: Its per-capita funding support is huge, its programming is fresh and eclectic, and its reputation for excellence in journalism is extraordinary. But none of this happened because we were content to stand still. We want you to join us, to help shape our future. Here's what comes with the job...

- Incredible volunteer and membership support.
- A reputation for creativity, fun, and far-sighted leadership.
- A track record of grooming top journalists.
- Compelling multimedia initiatives that continue to grow.
- The administrative and engineering resources of the CoastAlaska Network.
- The support of every manager who has preceded you.

How to apply

Send a letter of interest and resume to:

Pos1@coastalaska.org

Feel free to attach any relevant material, links, etc. you'd like us to consider in your application.

The application period is open until filled. Initial screening of applicants will occur on February 1.

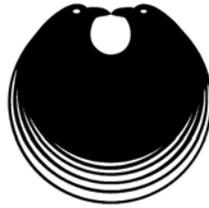


About Sitka



Sitka is in Southeast Alaska on the outer coast of Baranof Island on the Alexander Archipelago, which is sometimes called the “panhandle.” It’s one of the oldest permanent communities in Alaska, and was first inhabited sometime after the conclusion of the last Ice Age, about 10,000 year ago. It has a population of almost 9,000 people, 17-percent of whom are Alaska Native. Sitka is roughly halfway between Seattle and Anchorage -- about a 90-minute flight to either on Alaska Airlines. KCAW’s total listening audience, however, includes seven neighboring communities ranging in size from 100-600 people. There are excellent public schools in Sitka, a rich arts and cultural scene, and outdoor opportunities on the water, beaches, trails, and mountains that are simply some of the best on the planet.

Raven Radio is an equal opportunity/affirmative action employer.



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General Manager Job Description

The General Manager is responsible for leadership and management of KCAW, a CoastAlaska member station. The position will focus on the station being vital to the community while achieving operational efficiency through strategic planning, budget oversight, staff supervision and collaboration with multiple agencies.

Position Duties

1. Works with Board of Directors to develop and enact policy and plans
2. Provide leadership and regular reports to the KCAW Board of Directors
3. Maintain professional standards for all aspects of community media including broadcast, online, production, technical matters, fundraising and promotion.
4. Hire and supervise department heads and inter-departmental staff in accordance with Personnel Policy
5. Responsible for budget development and administration
6. Ensure the integrity and protect the editorial independence of the news department
7. Work closely with CoastAlaska regional staff
8. Take a leading role in fundraising, including on-air pitching, major donor relationships, special events and grant proposals
9. Responsible for legal operation of Raven Radio according to FCC regulations
10. Administers federal, state, and other grants and contracts as required
11. Represent the foundation to the community
12. Track new developments in public communications
13. Provides overall leadership for the corporation

Position Supervision

The General Manager is accountable to the KCAW Board of Directors, and is supervised and evaluated by the Board of Directors.

Position Qualifications

- At least three years of progressively responsible experience in a media organization
- Bachelor's degree in a relevant field or equivalent combination of education and experience
- Familiar with all aspects of community media including programming, production, on air work, online development, technical matters, fundraising and promotion.
- The ability and insight to think critically and creatively in order to analyze current practice, and envision future service provision for all media platforms
- The ability to communicate effectively with staff, board members, colleagues, listeners, stakeholders, and community leaders
- Inspirational and motivational style of management to attain a high degree of cooperation from others for the highest possible achievement
- Demonstrated ability in planning and implementation of organizational goals
- Demonstrated ability to manage large multiple projects effectively and to delegate responsibilities
- Ability to develop and administer budget
- Ability to fundraise and write grants in support of the mission of KCAW
- Ability to advocate for legislative support for public broadcasting