

SCALAWAG

We're looking for an entrepreneurial leader passionate about the South

Scalawag is looking for a leader to fill the role of Publisher-Executive Director. This is a CEO position that will work in partnership with our Editor in Chief to lead our organization. You will lead Scalawag's business operations—continuing to build and oversee a team focused on sales, marketing, fulfillment, product management, and fundraising—and work with our Board of Directors to plan and refine our strategy as we begin a phase of aggressive growth. In the next two years, we expect to expand our subscriber base and audience to ensure Scalawag has a sustainable model driven by earned income. You'll have the support of the Board to drive the expansion of Scalawag's team and operations.

Who we are:

Scalawag is a media startup focused on the American South, pioneering a new model of non-profit, mission-driven journalism. Based in Durham, North Carolina, we're entering our third year as a print quarterly with additional online content. We amplify voices of writers, artists, and thinkers to reckon with the South—and our work has been featured in *The New York Times*, *The Nation*, *The New Republic*, and *The Atlantic*. Our young, diverse, Southern team has experience in presidential campaigns, top management consulting firms, civil rights law, academic research, non-profit development, and journalism across the South.

Key responsibilities:

- Work with the Board of Directors, Editor in Chief, and team to set strategic priorities and vision;
- Lead, manage, and recruit for the Scalawag business team;
- Manage financial planning, budgeting, and record-keeping;
- Oversee the day-to-day operations of all non-editorial work (including development, events, marketing and sales, social media, and logistics);
- Oversee marketing team focused on growing print and digital readership;
- Build institutional partnerships and work with team to execute public events;
- Represent Scalawag publicly—serving as an evangelist for Scalawag's work and team;
- Lead Scalawag fundraising and development activities with the support of the Board of Directors.

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The ideal candidate is:

- Committed to the American South and believes in journalism's crucial role in political engagement;
- A self-directed leader focused on driving Scalawag and its team to success;
- A skilled fundraiser with growth-minded business acumen;
- A team-leader who has grown small organizations;
- Experienced in media and journalism, non-profit, or start-up management;
- Experienced with strategic planning, operations oversight, and relationship development and management.

We believe Scalawag's team must be as diverse as the region it covers. We are committed to maximizing the diversity of our entire organization across all dimensions, and to making our spaces and dialogues inclusive. We want to engage all those who can contribute to Scalawag's mission. If you're wondering whether you're the right fit, we strongly encourage you to apply.

Interested applicants:

Please email us at editors@scalawagmag.org by May 15, 2017 with a resume, brief statement of interest, and a writing sample. Use the subject line "Application for Publisher." This is a full-time position. Scalawag has a strong preference for candidates who are—or are willing to be—based in Durham, North Carolina. Salary is competitive and commensurate with experience.