Position: News Program Director
Reports To: Senior VP, Content and Planning
FLSA Status: Exempt
Department: Content

Summary:
The News Program Director leads the planning and execution of CPR’s full-time news radio service to deliver meaningful news, lifestyle and cultural experiences to everyone in Colorado using the power of the human voice in all its forms. Regularly refines the national schedule, works closely with the CPR News team to integrate Colorado news and hosting through the day, and works to optimize content and messaging to connect with the current listenership and to reach a broader and more diverse audience.

Essential Duties and Responsibilities:

- Ensure CPR News is community focused and connected through content and presentation, to deliver more audience to news. Create a consistently engaging service across the state. Don’t be boring.
- Build and refine national schedules on an ongoing basis with regular reviews. Includes implementing national special coverage and specials in consultation with CPR News. Primary contact with national producers and distributors on all programming related content.
- Collaborate with CPR News management on optimizing the radio skills and performance of the news team, best placement of CPR News content through news magazines, local shows and special programming.
- Evaluate and apply best practices for live and pre-recorded hosting and messaging through the week.
- In collaboration with the News, Development and Production teams, oversee effective hosting and message delivery in all categories of content and promotion.
- Ensure optimal flow of all promotional and interstitial or continuity messaging to create a listener focused experience. Includes regular messaging, membership drives and special funding or engagement activities. Particular focus on best use of business sponsorship territory through the year and across the state.
- Work closely with the Production team to provide guidance and collaboration on all aspects of interstitial content, and occasional special content.
- Work with the KRCC Station Manager to ensure the same principles and practices across the broadcast day and week.
- Oversee original production beyond the scope of CPR News and the Audio Innovations team - e.g. include profiles of non-profit organizations, arts performances (e.g. radio theater), etc.
- Monitor and evaluate radio audience metrics to ensure growth and optimization of audience across the broadcast week and to inform all CPR production. Collaborate with Audience & Platforms on any listener research programs.
- Serve as a member of CPR’s Leadership Team. Represent CPR externally and may serve as a spokesperson for CPR.
- Thoughtfully ensure viewpoints and life experiences of people across the diversities that make up this state are represented regularly on-air, helping achieve CPR’s mission to serve all Coloradans.

Core Competencies:
Colorado Public Radio

- **Change/Adaptability/Flexibility:** Adapts to change that benefits CPR, is open to new ideas, takes on new responsibilities, handles pressure, adjusts plans to meet changing needs.

- **Communication:** Communicates well both verbally and in writing, promptly shares information and ideas with others throughout the organization as appropriate, has active listening skills, can negotiate and persuade as needed.

- **Results Focus/Initiative:** Targets and achieves results, sets challenging goals, prioritizes tasks, overcomes obstacles, accepts accountability, sets high standards and takes responsibility, provides leadership/motivation.

- **Collaboration:** Working collaboratively with others to solve problems, achieve common goals and positive results. Listens to others and values opinions. Is open with other team members and expresses disagreement constructively. Seeks opportunities to work on teams as a means to develop experience and knowledge.

**Education and Experience Requirements:**

- At least three years of audio management experience. Public radio experience ideal, experience in a network radio environment a plus.
- Proven skills in coaching and developing audio hosts and talent.
- Deep familiarity with the sound, culture and values of public radio.