



THE HOWARD SLOAN KOLLER GROUP
Executive Search, Recruitment and Management Consultants
300 East 42nd Street, New York, NY 10017
212 661-5250 * Fax 212 557-9178

CONFIDENTIAL POSITION DESCRIPTION

Company: The Washington Times Company
Position Title: Executive Editor, *The Washington Times*
Reports to: President and Publisher, *The Washington Times*
Location: Washington, DC

The Company

The Washington Times was founded in 1982 to provide an alternative source for news and commentary in the nation's capital, which had become a one-newspaper town. Over the past 25 years, *The Washington Times* has distinguished itself with hard-hitting investigative and political reporting, award-winning photography and groundbreaking graphic design. *The Times* has become one of the most influential newspapers in the world, a must-read for government leaders here and abroad.

Now *The Washington Times* is striving to better serve its readers by enhancing its presence on the Internet, with the goal of becoming one of the Web's top 10 news sites. To that end, the company is embarking on a dramatic overhaul of the site's look and feel—not just a visual redesign, but a complete rethinking of how to create a highly recognized interactive portal designed to attract more unique visitors; generate more page views; increase the duration of its readers' visits; and grow new revenue streams.

The Washington Times leadership, having fully committed to the broad scope of a new, aggressive strategic plan, expects, in the months and years to come, that actions taken now will result in significantly improved news and information products, better financial performance, and enduring “brand” equity.

Position Summary

The Executive Editor has final responsibility for all content—print and online—providing leadership, creative vision and editorial direction. He or she delivers compelling news that meets the market demands, relevant consumer news consumption practices, and fiscal concerns, as set forth by the President/Publisher. The Executive Editor leads the coverage of politics, government, and international

affairs, and motivates and inspires all staff to produce the highest quality journalism. Given the aggressive strategic plan undertaken by *The Washington Times* to innovate and enhance the print and online content, the Executive Editor manages toward that strategic plan, effecting change in systems and practices as required. With extensive emphasis on digital content, the Executive Editor is charged with creating a modern newsroom that originates and produces first-rate news content across multiple platforms efficiently and effectively.

Scope and Impact of the Position

Working closely with the President/Publisher, and the senior management team, the Executive Editor will lead the transformation of *The Washington Times* as it becomes a fully integrated news source, built around the cornerstones of journalistic distinction, global influence, and media innovation. He or she will inspire and guide a diverse newsroom of talented journalists to new prominence in the changing media landscape, using emerging technologies and innovative content strategies. The Executive Editor's ability to expand and enhance the paper's content will play a significant role in *The Washington Times'* overall success and help meet the objectives of its three year strategic plan. Without this person's leadership, the aggressive goals cannot be met.

Basic Responsibilities

- Articulate and execute on the mission of the paper and Web site. Articulate and instill in staff principles for the mission to endure.
- Support and contribute to the strategic vision of the company as they relate to news and editorial functions.
- Serve as "master" of the tone and voice for the paper and Web site.
- Establish and enforce standards of editorial excellence and integrity.
- Provide leadership and management supervision of all staff. Implement performance evaluation/management system for all newsroom employees.
- Oversee all Page 1 and overall story selection.
- Maintain an awareness of and respond to market trends/needs identified through market research.
- Use Web analytics to measure success of Web content and modify approach accordingly.
- Lead and manage a large a diverse newsroom, delegating tasks appropriately and commanding the respect of the newsroom.
- Determine and implement appropriate convergence strategy between print and online newsrooms.
- Build and maintain a collaborative and productive relationship with the President/Publisher regarding vision, mission, goals and objectives, while fostering church/state separation.

Requirements

Strong print newspaper leadership experience

Solid vision for online content leadership

Strong national experience; international and DC political experience desired

BA in journalism, communications, or related degree.

Profile of the Ideal Candidate

- Visionary and strategic.
- Dedicated to the highest values, standards and principles of quality journalism. Track record of successfully leading journalists in the high ideals of the profession.
- Brings an embracing spirit of innovation to an editorial stewardship that understands how to deliver compelling news in any format - print, web, blogs, mobile, podcast or broadcast – and coincides with business objectives.
- Leads by example; hands-on.
- Has a thorough understanding of and devotion to the highest ethical standards of the journalism profession.
- Has respect for the vision of the founder of News World Communications and *The Washington Times*, which aims to further the values of faith, family and freedom, while conveying a global awareness, urbanity and sensitivity.
- Comfortable with a center-right Editorial Page perspective.
- Understands and respects the commercial complexities of the news business and relevant competitive market conditions.
- Has a progressive approach to information technologies and changing media behaviors, calling for cutting edge delivery of news.
- Has national and international news experience; foreign reporting experience.
- Has DC/political experience. Savvy understanding of the nuances of Washington, DC politics and culture as an ambassador of a news organization that moves in the power circles of government and business.
- Ability to navigate inside-the-Beltway influences, but approaches news from the perspective of an informed consumer with outside-the-Beltway interests.
- Hands-on style with reporters balanced by rigorous experience managing relations with a global network of news sources.
- Leadership ethic that inspires newsroom habits and practices resulting in efficiency, effectiveness and excellence.
- Leadership approach that embraces change and nurtures a culture of innovation, creativity and excellence.
- Experience with cultural change and possible reorganization in the newsroom. Has managed change successfully.
- Outstanding character and integrity.
- Passion for journalism in a free society, unfettered by government constraints to a free society.
- Appreciates the importance of America's prudent application of its economic, military and cultural power in a complicated world, and a viewpoint that The

Washington Times as a “social business” can make a difference with a corporate commitment and editorial mission that encompasses aggressive coverage of human rights globally and to advancing the cause of world peace.

Key Contacts:

Karen Danziger, 212-763-1510, kdanziger@hsksearch.com

Mara Covell, 212-763-1504, mcovell@hsksearch.com

Collette Richardson, 212-763-1524, crichardson@hsksearch.com