PRESIDENT AND GENERAL MANAGER

APPLY NOW
THE ORGANIZATION

KNKX is an independent public radio station serving the entire Western Washington region. Operating a network of 12 radio signals as well as streaming mobile apps and smart speakers, KNKX reaches hundreds of thousands of listeners every week.

KNKX is an ambassador for jazz and blues, and a vital source of high-quality Northwest and NPR news. Our programming staff are storytellers who share the voices of our region. Unique in the NPR landscape, KNKX is committed to a dual format of both music and news.

Our global jazz service, Jazz24, is listened to in more than 150 countries with hundreds of thousands of listeners every month. And KNKX has over 36 million views on its YouTube channel of exclusive jazz and blues performances in the KNKX studios in Tacoma and Seattle.

KNKX is funded by listeners who value the station’s vital services. In 2016, after an unprecedented public effort to save the station by raising over $8 million in less than six months, the station became independent, changing its name from KPLU to KNKX. KNKX stands for “Connects,” which reflects our connection to our audience and commitment to our mission.

KNKX is proud of our history and operating model. We have navigated the challenges of public radio funding while delivering quality, award-winning programming. With a planned FY2025 budget of $8.4 million, KNKX continues to expand fundraising efforts and explore revenue sources.

MISSION

KNKX delivers jazz, blues and news that inspires, enlightens, and connects our community.

VISION

KNKX’s vision is to grow our audience and become a more inclusive organization that brings joy, meaning, and understanding into people’s lives.

OUR VALUES

- **Trust** – We treat one another respectfully, with dignity, compassion, and fairness.
- **Diversity** – We embrace and celebrate our differences.
- **Communication** – We listen actively, communicate directly, and share essential information with each other.
- **Teamwork** – We help each other succeed and grow professionally and personally.
- **Balance** – We value each other’s personal life, time, and well-being.
- **Optimism** – We encourage and nurture optimism and humor in our work.
- **Kindness** – Above all, we are kind, thoughtful and empathetic.

DIVERSITY, EQUITY AND INCLUSION AT KNKX:

KNKX Public Radio is committed to building a staff, board, community advisory council, and audience that is diverse, equitable, and inclusive. We value this work and believe it is a non-negotiable part of our future. We believe that diversity is essential to authentic, accurate storytelling and reporting; and creating an inclusive workplace in which all voices are encouraged and affirmed is a core part of our values as an organization.

Please access the full statement online.
In collaboration with KNKX's 11-member Board of Directors and our committed and engaged team, the President and General Manager is responsible for overseeing all aspects of the station’s operations. This leader will play a pivotal role in shaping the station’s identity, impact, growth, and legacy.

The President and General Manager is tasked with ensuring the station’s financial sustainability through extensive donor cultivation and engagement and exploring new revenue streams, maintaining high-quality programming, fostering community engagement, and representing the station to various stakeholders including listeners, donors, government agencies, and the media. They will play a crucial role in upholding the station’s mission, vision, and values, while navigating the evolving landscape of public media.

The President and General Manager has five direct reports: the News Director, Music Director, Director of Development, Director of Administration & Operations, and Director of Human Resources.

The President and General Manager oversees an $8.4M budget and current staff of 56.

KNKX’s current long-range vision outlines the following priorities for our next leader:

- **Content** – Connect emotionally and deepen our relationship with our audience through memorable news and music.
- **Digital** – Meet audiences where they are by investing in digital content and delivery.
- **Workplace Culture** – Live our values to ensure a healthy, harmonious, and inclusive culture.
- **Regional** – Highlight the unique flavor of the Northwest through deep storytelling and a celebration of regional jazz and blues.
- **Funding Our Future** – Convert our audience to members and business supporters, and ultimately to owners who feel a personal stake in the station’s long-term success.
LEADERSHIP ABILITIES/ WHAT YOU BRING

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. While passion for public radio is critical for success in this role, direct experience in the industry is not required. We welcome candidates with a range of lived experience, business management experience, personal identities, and backgrounds. KNKX is seeking candidates with a compelling combination of demonstrated experience and skills in some, or all, of the following areas:

- Experience serving as a President, General Manager, Executive Director, CEO, or similar role(s), or as a senior staff member of an organization, division, or department of comparable size.
- Broad understanding of all aspects of running a nonprofit, digital media, or similar organization (e.g., Human Resources, Strategic Planning, Fund Development, Programming, Budgeting, and Financial Management).
- Demonstrated success leading, managing, and developing staff at all levels of an organization, building connections, diversity, equity and inclusion, and inspiring confidence and commitment.
- Experience working with a nonprofit board of directors including board development and relations, change management, and community engagement.
- Capacity to navigate big picture strategy, while staying grounded and connected to the work of the organization.
- Entrepreneurial mindset and experience developing new products, programs, or revenue streams, while maintaining the core foundation of the organization's mission and audience.

COMMITMENT TO:

- KNKX's mission, vision, and values, including a sincere passion for jazz, blues, and trustworthy, fact-driven journalism.
- Transparent and inclusive leadership. Listening deeply to staff, community, and our audience and supporting solutions that reflect KNKX's unique organizational culture and impact.
- Diversity, equity, and inclusion as a critical component of leadership experience and approach. Experience navigating and guiding an organization on their equity journey.
- Producing creative, innovative, and quality programming that reflects the interests of our diverse audiences.
- Fostering a positive workplace culture that encourages collaboration across locations, departments, and areas of individual contributions. Support for KNKX's hybrid work environment.

ABILITY TO:

- Continue to refine and implement our strategic vision for the future.
- Motivate, engage, mentor, and coach staff while providing pathways for professional development and staff success.
- Build and maintain relationships with funders, major donors, sponsors and local businesses, and other potential funding partners.
- Tell KNKX's story in a sincere and captivating way to generate interest and excitement.
- Successfully represent the organization in the external community and build relationships with community partners.
- Navigate the changing media landscape with a clear vision and innovative ideas to help the organization balance the delivery of news and media to a diverse and growing audience.
- Oversee a similar sized budget and ensure sustainable financial health.
- Facilitate and create space where difficult conversations are productive.
TO BE CONSIDERED

The position is open until filled, with a priority deadline of **July 12, 2024**.

Candidate materials are reviewed on an ongoing basis and initial interviews will begin by mid-June. Please submit a resume and a two-page (or less) cover letter addressed to Board Chair, Claire Grace, at: [https://valtasgroup.hire.trakstar.com/jobs/fk0vc33/](https://valtasgroup.hire.trakstar.com/jobs/fk0vc33/)

You may direct questions to Christine Martin at christine@valtasgroup.com or 206.349.4774 or Emily Lee at emily@valtasgroup.com or 425.298.5855.

**KNKX** is an equal opportunity employer and does not discriminate on the basis of age, sex (including gender identity), marital status, sexual orientation, race, creed, color, national origin, honorable discharged veteran or military status, or the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

---

**COMPENSATION AND BENEFITS**

KNKX strives to provide competitive and equitable compensation and benefits to all employees.

The starting salary range for this position is **$230,000 - $270,000**.

The comprehensive benefits package includes:
- Medical and Dental Insurance
- Voluntary Vision and Life Insurance
- 401(k) Retirement Plan
- Flexible spending account
- Employee assistance programs
- Generous vacation leave and paid holidays
ABOUT VALTAS GROUP

We are proud of our work as Interim Executive Directors, supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We lead the search process in partnership with the board and staff leadership, as consultants for recruiting and search to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. Contact us to learn about our executive interim and placement services and keep your organization moving during any transition or major change.