

Chief Executive Officer The Daily Memphian

Location: Memphis, TN

Salary: \$200,000 annually

Application Link:

<https://app.loxo.co/job/MTAyMDItOWJtZmFxNWl3d3lhaGExdA==?t=1776891024155>

Overview

Launched in September 2018, The Daily Memphian is one of the nation's leading local news organizations, and the must-read, primary daily online publication for the Memphis community. Led by a seasoned team of veteran journalists, The Daily Memphian is not just *in* Memphis, it is *of* Memphis.

With a \$6 million annual budget and more than 50 employees, The Daily Memphian is a 501(c)(3) nonprofit that's business-driven. Eighty percent of the organization's revenue comes from subscriptions, advertising and other earned sources. Philanthropy accounts for 20%, supporting the organization's free-access programs and the journalism that earned revenue doesn't cover.

The Daily Memphian is seeking a collaborative, mission-driven Chief Executive Officer to guide its next phase of growth and drive increased business sustainability. The ideal candidate is a builder and a doer – not a bureaucrat.

They're a listener and collaborator who leads by building relationships and credibility and uniting around a shared purpose.

This is not a role where one will issue orders from a corner office. The CEO will work shoulder-to-shoulder with a deeply experienced staff to strengthen and expand the Memphian's vital role in the community.

Responsibilities

The Chief Executive Officer will:

- Oversee business operations, development and strategy to ensure The Daily Memphian remains financially strong and mission aligned.
- Define and clearly communicate – both internally and externally – The Daily Memphian's vision, mission and long-term strategy.
- Ensure decisions align with the organization's values and mission.
- Build external relationships with local, regional and national partners, funders and civic leaders.
- Deepen The Daily Memphian's engagement with Memphis — ensuring the organization reflects, serves and listens to the community it covers.

- Encourage innovative approaches to journalism, revenue and community impact while maintaining the organization's independence and integrity.
- Establish and monitor performance goals and key performance indicators.
- Lead, mentor and support the Daily Memphian's senior management team.
- Operate self-sufficiently in a lean, entrepreneurial environment that lacks an extensive corporate infrastructure and culture.
- Maintain a healthy and transparent culture and workplace environment.

Requirements

- At least 12 years of professional experience, including at least five in senior management roles.
- Strong business operations and P&L management experience required; CEO experience strongly preferred.
- Able to build trust and respect across staff, board, funders and the Memphis community.
- Strong understanding of organizational management, finance and revenue diversification in a media or nonprofit setting.
- Experience working with complex financial reports and the tools used to manage those documents (Excel, Google Sheets, etc.)
- Background working with paid subscriptions, including pricing, discounting, marketing, etc.
- Eager to become (or excited to be already) a Memphian and professionally invested in the community.
- Brings experience extending beyond traditional corporate media; ideally includes exposure to nonprofit, entrepreneurial or civic leadership.
- Can balance short-term execution and executing a long-term vision.

Personal Attributes / Leadership Style

- You build trust by taking time to understand an organization's culture, history and people before making significant decisions.
- You've gained valuable experience by getting your hands dirty in your jobs.
- You're used to having to juggle many tasks without a significant support staff to lean on.
- You're intellectually curious and stay informed about industry trends, risks, and opportunities.
- You set clear personal goals and hold yourself accountable to them.
- You inspire others via authenticity — not corporate jargon.

Reporting & Structure

The CEO reports to The Daily Memphian's board of directors.