Executive Director—Radio Milwaukee

Position Profile

Radio Milwaukee has partnered with Spano Pratt Executive Search to identify the Executive Director of the organization. For a confidential conversation and to learn more about this opportunity please contact:

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**About Radio Milwaukee**

88Nine Radio Milwaukee (WYMS-FM 88.9) has been a positive force for Milwaukee on air, online and in the community since its 2007 launch. Across these platforms, Radio Milwaukee creates a better, more inclusive and engaged community.

- **On-Air:** The station broadcasts and streams a unique blend of musical styles, including at least one song by a Milwaukee artist each hour, and short Community Stories that foster engagement and positive change. The station also runs a separate 24/7 all-Milwaukee music HD2 broadcast channel and web stream available on HD2 radios and at 414Music.fm online. Learn more about 88Nine and stream the station at http://www.RadioMilwaukee.org or via the 88Nine mobile app.
- **Online:** The station is stream-able via our website, app, NPR and most aggregator services. In addition, we engage via Facebook, Instagram, YouTube, etc. Finally, we recently launched a podcast with both on-demand broadcast content and original programming -- one of which, Backspin, was recently featured in the New York Times.
- **On-site:** The station owns a 14,000 square foot facility in Milwaukee’s 5th Ward. It houses the station’s offices, a rooftop deck, a performance space and a coffee shop. It has emerged as the premier gathering space for Milwaukee creatives.

The award-winning station receives the great majority of its financial support from its 6,000 contributing members, more than 200 underwriters and 25 foundations.

**The mission:** Through music and stories created for a culturally open-minded community, 88Nine Radio Milwaukee is a catalyst for creating a better, more inclusive and engaged Milwaukee.

As a nonprofit organization, Radio Milwaukee is supported by members, donors, underwriters, community partners and volunteers. Under the guidance of our board of directors, we practice generally accepted accounting principles and believe in transparency. We’re proud to have received the highest rating from Charity Navigator, an independent charity watchdog organization that evaluates charitable organizations in the United States.
Position Profile

Our new Executive Director will be a dynamic community-minded leader with the vision to fulfill and grow our mission of helping create a better, more inclusive and engaged Milwaukee that embraces diversity, innovation and social change. We are seeking a passionate and authentic person who is energized by the community-building mission of Radio Milwaukee:

**Community Building:** Externally focused relationship builder who effectively represents the organization professionally in the community and:
- Is (or has the ability to become) part of the fabric of the communities that are important to the mission and success of Radio Milwaukee;
- Demonstrates a record of strategic collaborations and of developing partnerships with individuals and organizations;
- Brings experience and ability to increase audiences through multi-media and multiple initiatives.

**Vision:** Creative, insightful visionary who generates results from their vision, who is:
- A big picture person who communicates their vision and inspires and enrolls others in moving Radio Milwaukee to the envisioned future.

**Leadership:** Strategically focused, collaborative leader with a high level of emotional intelligence able to manage and lead change, who is:
- Innovative, energetic, enthusiastic and polished;
- Inspirational, fostering shared understanding of and commitment to the mission, vision, diversity and community-building goals of Radio Milwaukee;
- Committed to and effective at developing and mentoring others, including the Radio Milwaukee staff, and puts the mission and success of Radio Milwaukee first.

**Fundraising/Resource Development:** Demonstrated, effective fundraiser, with expertise in financial resource development including sponsorships and philanthropy, who:
- Is effective in the spokesperson role and the relationship management aspects of major donor fundraising (both individual and corporate);
- Has a comprehensive understanding of fundraising strategies and methods utilized by public media (including membership, sponsorships/underwriting and gifts);
- Is creative and capable of conceiving and developing alternative revenue streams.

**Technical Skills:** Student of the industry landscape, who is knowledgeable of dynamics affecting the current and future environment of Radio Milwaukee and effective at maximizing the organization in response to these dynamics, and who is:
- Knowledgeable of audience demographics, preferences and trends and skilled in the oversight of multi-media and content management;
- Effective at analyzing and evaluating data and using benchmarking with other public media or local non-profits to drive strategic initiatives;
- Able to identify and implement organizational (and programming) changes required to maximize Radio Milwaukee’s relevance in the community, including being able to distinguish its current strengths and build on them.
Operations and Financial Acumen: Fiscally responsible leader with strong business skills and experience, who:
- Ensures the organization is properly resourced at the functional levels;
- Fosters and mentors talent while providing direction and accountability for organizational and staff results without being a micromanager;
- Has an understanding of and commitment to financial integrity and financial transparency in the context of stewardship of Radio Milwaukee;
- Is skilled at developing, communicating and executing a balanced budget;
- Able to lead the maintenance of strong financial systems that will simultaneously allow for control and maximize the work of Radio Milwaukee toward its mission;
- Has an excellent financial grasp, including how to read and understand financial statements and make organizational adjustments as called for.

Communication: Effective spokesperson for the organization who is able to communicate passion in a way that engages others and generates action by staff and in the community, including potential funders, who is;
- A skillful listener, speaker and writer;
- Dynamic, inspiring and respectful; comfortable and equally effective with staff, volunteers, community leaders, and donors at all levels;
- Able to communicate effectively with key external and internal constituents; adept at using several alternative communication methods for informing and educating staff and Board about issues.

Board Relationships: Veteran of governance topics who is knowledgeable of and effective at board operations and governance relationships and:
- Is committed to building and maintaining an engaged and committed board that will hold itself, the Executive Director and the organization accountable for effectiveness and service to the station’s mission and to the community.

Entrepreneurial Spirit: Innovative strategic thinker with profound enthusiasm, zeal and commitment to community building, public media (including new and innovative service delivery mechanisms) and Radio Milwaukee, who;
- Sees possibilities even in the face of severe difficulties;
- Can generate and become engaged by ideas and possibilities, is inventive and can make connections quickly;
- Is enthusiastic, lively and contributes to a highly charged environment;
- Has desire, persistence and resourcefulness to solve problems and make things happen.

Agility and Self-Motivation: Energetic self-starter, able to keep themselves and the organization on course and moving forward, who:
- Has a high level of self-mastery;
- Is able to shift direction quickly and manage multiple priorities;
- Is highly productive irrespective of external dynamics or stimulus.
**Professional Experience**

- Ten or more years successfully leading the day-to-day responsibility for a similar or larger size organization with profit and loss responsibilities across the enterprise.
- Experience in evaluating and establishing best business practices and systems to maximize organizational operations and efficiencies, and proven change management skills.
- Strong management and supervisory experience, including building a diverse team and leading a creative staff in achieving organizational goals.
- Demonstrated experience in the evaluation of data to measure effectiveness, assess viability of existing programs, and develop and grow target audience.
- Demonstrated experience in managing and leading a complex operation with multiple revenue streams including earned revenue from underwriting and digital sales, philanthropy, sponsorships and other streams of community support.
- Success with increasing financial resources from philanthropy.
- Experience in successful development of partnership networks and positive inclusive relationships to position the organization as a relevant partner in the community and improve image and visibility with key outside constituents.
- Experience in nonprofit governance, developing a diverse Board of Directors and maximizing volunteer resources of the various committees; ensuring the respective roles of the board are defined and understood.
- Excellent verbal, written, communication and professional presentation skills consistent with those of an executive leader.
- Experience with public media would be preferred.

**Location - Milwaukee, WI**

We believe in Milwaukee—as it is today and, in its potential, to become even better. Through our multimedia community stories, we explore Milwaukee history and the people who are making it every day. We take a lot of pride in our culture. Sure, part of it is the beer-brats-bowling stereotype. We laugh along with that, but we know our culture is much more. A big part is our music scene, though we have many other unique “scenes” too—food, technology, art, performance, film, sports, local business, education, nonprofits and activism to name a few—and this is where we cover them all.