



Position: Executive Director/Project Executive

Terms: Full-time exempt and salaried

Position Summary:

BridgeDetroit seeks an energetic and innovative executive director to build on our financial, editorial and collaborative strengths, and take the organization to the next level.

BridgeDetroit is a highly collaborative, prolific publisher of news driven by priorities articulated by Detroiters themselves. We seek a new executive leader who is an experienced and proven champion of community-based journalism, and – importantly – who understands how to employ the strategies that make nonprofit news and engagement financially sustainable. We are strongly established in our community, and the next leader’s challenge is to build on that foundation – in terms of content, engagement and funding.

Ideal candidates will respect newsrooms whose demographics reflect their communities. They will celebrate management styles that avoid intense hierarchies and empower staff to be creative leaders. They will deftly handle collaboration and the creation of equitable information systems. They will inspire as much as they lead.

About BridgeDetroit:

[BridgeDetroit](#) is a multi-platform, nonprofit, community-focused news and engagement media service in America’s largest majority African American city. In our first three years, we’ve built a subscriber base of nearly 25,000; we have more than 50,000 monthly visitors to our website; and we have achieved at the highest levels of editorial acclaim, including a 2021 Emmy for coverage of the intense 2020 Black Lives Matter protests in Detroit.

All of BridgeDetroit’s content is anchored in an ongoing effort to engage Detroiters and identify the issues they see as crucial to their lives and to their understanding of the city’s civic life.

BridgeDetroit is a team of six journalism and engagement professionals, including an editor, an engagement director, and three reporters. In addition, BridgeDetroit partners with several newsrooms (e.g., Detroit Free Press, Bridge Michigan, Planet Detroit, WDET, Detroit Public Television, Outlier Detroit, Tostada Magazine) to deliver community information across multiple platforms and from diverse perspectives.

BridgeDetroit also benefits from a long-term relationship with its founder and executive advisor, Pulitzer Prize winning journalist Stephen Henderson, who will be a key partner to the executive director.

BridgeDetroit is a project of the Center for Michigan, a nonprofit organization that also publishes Bridge Michigan, the state's largest nonprofit news publication. The Center acts as our fiduciary and is a key partner in our fundraising and business operations. In addition, BridgeDetroit and Bridge Michigan operate as partner newsrooms.

Core Competencies:

We know not all strong candidates will have all the skills we list here. If your experience doesn't align perfectly, that's OK. If you believe you're the right fit for us, by all means, reach out.

- Possess a love and expansive knowledge about the city of Detroit and its residents, its government, business community and neighborhoods.
- Proven nonprofit fundraising ability at a local and national level.
- A track record of leadership and innovation, preferably in a nonprofit environment.
- The ability to practice deep listening and to seek and engage people at the margins. ([Black Space](#))
- Ability to manage a unique culture that prioritizes collaboration and empathy over status and position.
- A passion for and understanding of service journalism, ethics, sourcing and editing.
- Background in journalism, education, community organizing or related fields.
- Understanding of the nonprofit news ecosystem and the Detroit media landscape.

Key Responsibilities:

Newsroom Leadership

- Oversee and lead direct reports in editorial and engagement departments to produce excellent, community-based, responsive journalism.
- Ensure growth in readership by employing and implementing creative audience development strategies.
- Position BridgeDetroit nationally as a model for engaged and solutions-oriented journalism.
- Oversee all external partnerships, including with freelancers, website management, community outreach and engagement, News Revenue Hub and social media.
- Be the main ambassador and spokesperson for BridgeDetroit at conferences, media appearances and other engagements.

Nonprofit and Financial Sustainability

- Manage fiduciary relationship with the Center for Michigan and evolution of BridgeDetroit's independent organizational structure.
- In collaboration with the Center for Michigan:
 - Work with staff, board and consultants to implement a fundraising strategy that will sustain BridgeDetroit's work.
 - Fiscally manage BridgeDetroit to produce and establish budgets, salaries, expenditures, accounts and board reports.
 - Manage legal and operational issues, including contracts, employment matters, technology, leases and office management.

How to Apply:

This is a full-time position, anchored in BridgeDetroit's New Center headquarters in a hybrid work/home office environment. Expectation is for 2-3 days a week in-office.

If you're interested in joining, please send a resume, clips/links to portfolio and cover letter to hire@thedpi.org with "BridgeDetroit" in the subject line.

BridgeDetroit is a project of the nonpartisan, nonprofit Center for Michigan. All staff of BridgeDetroit are employees of the Center for Michigan. The Center for Michigan offers competitive salaries and flexible work arrangements. The targeted compensation for this position begins at \$150,000. Our offices have a casual environment and we respect work-life balance. Benefits at the Center for Michigan include:

- Medical, vision, and dental insurance
- 4-6 weeks of maternity/paternity/adoption leave
- Minimum three weeks paid time off per year

The Center for Michigan is an equal opportunity employer, committed to diversity in our workforce and creating an inclusive environment. As we are working towards building an organization that better reflects the communities we serve, we especially encourage members of traditionally underrepresented communities to apply, including people of color, women, members of the LGBTQIA+ community, and people with disabilities.

All qualified applicants will receive consideration for employment. The Center for Michigan will not discriminate in its employment practices due to an applicant's race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), age, disability/handicap, height, weight, marital status, familial status, veteran status, citizenship, or any other classification protected by federal or state law or local ordinance.