



inewssource.org

Deputy Managing Editor

[inewssource](http://inewssource.org), an 11-year-old investigative news nonprofit in San Diego, is hiring a **Deputy Managing Editor** to help lead a growing news team committed to producing accountability stories that get results and improve the lives of the people in our diverse community. This deputy, working with Managing Editor Mark J. Rochester, will mentor and coach reporters in various stages of their careers as well as student interns.

The team's focus is on regularly delivering high-quality accountability stories and investigations that range from short- to long-term. We work in a collaborative environment that encourages creativity, innovation and originality in storytelling. The goal of that effort is to make sure our work is fact based, done objectively, holds powerful public and private entities to account, and has impact. It also should engage and grow our audience.

Our team includes journalists who are experts in reporting for newspapers, web, radio and television; data digging and analysis; and online visual presentations. Although broadcast experience isn't required, it is helpful because our main partners are KPBS, a public radio and TV station, and News8, a CBS affiliate. Experience working with external partners is a plus.

The Deputy Managing Editor should be skilled as a reporter and/or editor in delivering high-quality accountability stories and investigations from idea to publication. Other necessary skills: exceptional line editor; strong in people management; highly organized; and able to lead, coach and inspire in person and remotely.

Members of traditionally underrepresented communities are encouraged to apply, including people of color, LGBTQ people and people with disabilities.

How this will work

The Deputy Managing Editor reports directly to the Managing Editor, but this role is a partnership. Together you will oversee the work of seven reporters, including a data journalist. You will work closely with our photographer/videographer and our digital content manager. You will actively participate in recruiting and hiring new members of the news team, including interns and fellows, such as our Report for America corps member. You will be an important voice in collaborating with those on the revenue side of the organization who are focused on building audience and brand, as well as marketing.

Over the next two years, we plan to hire at least two more reporters, more interns and a third editor. You will help build the team.

Who we're looking for

This editor must be a strong coach, collaborator and communicator. S/he/they/ze will have a demonstrated commitment to fairness and accuracy, in fact and in tone, and a strong grounding in journalism ethics.

We are looking for an editor with an established track record of helping reporters identify rich investigative targets and of wrestling information from often uncooperative sources and public officials. We need an editor who sees the big picture and is able to guide a reporter to tell a story that readers simply cannot put down.

We want experience but we are not setting any hard-and-fast minimum. We value someone who is a self-starter; collaborative and willing to share expertise with colleagues; well-versed in investigative tools of the trade; open to incorporating data and visual storytelling into projects; and obsessive about accuracy.

You might not feel you fit all our criteria, but if you have vision, proven editing chops and a demonstrated ability to guide reporters to the most impactful stories, let us hear from you. *inewssource* is a growing team and you'll have help. We don't believe in throwing you into the deep end with the hope you can swim.

We are serious about further diversifying *inewssource*, and every member of the organization is involved in making sure our workplace is inclusive and welcoming. Our employee DEI committees are committed and active. San Diego is a richly diverse place and we are committed to listening ... and then acting. Equity is a focus of our reporting. If you have lived experience working and reporting with diverse communities, we would love to hear from you.

Who we are

inewssource is a small but mighty newsroom that has spent the last 11 years dedicated to holding public leaders accountable, watching out for taxpayer money, provoking a search for solutions to governmental and societal problems, and strengthening democracy in our region. All of our content is published on the web, sometimes in print, and always aired on radio and TV through our partnerships with KPBS and CBS 8.

inewssource is a member of the [Trust Project](#), an international consortium of news organizations dedicated to transparency and helping the public find trustworthy news. Check out our [standards and policies](#).

Right now, we are a [team](#) of 15 people, including full- and part-time reporters, editors, an intern and a handful of people on the business side. We have plans to grow in the next couple of years thanks to a major national validation of our work and a large investment in our long-term sustainability from the American Journalism Project, a venture philanthropy group committed to saving civic news. This funding will be used to build a robust revenue team that will, in turn, be responsible for maintaining and growing the newsroom.

The nitty gritty

Core Competencies

- Experience reporting on and/or leading investigative and accountability journalism.
- Unwavering commitment to accurate, ethical journalism.
- Strong line editing skills and excellent news judgment.
- An interest in telling stories using a variety of media, and an enthusiasm for learning new skills and technologies.
- Committed to driving integration of diversity, equity and inclusion in the newsroom
- Strong interpersonal skills, including empathy and the ability to take and give constructive feedback.
- Comfort with a job that will be demanding, evolving.

Requirements

- Track record of editing and/or reporting stories with impact.
- A demonstrated ability to “see the story” that is going to matter to readers and to anticipate reader interests before they exist.
- Experience managing projects.
- Ability to articulate and reinforce standards for ethics and professional conduct as well as journalistic excellence.
- The proven ability to lead, inspire and convey knowledge to others, and to work effectively with a wide range of colleagues.
- An interest in/aptitude for storytelling using a broad range of media, including the written word, video, photography, podcasts and other audio, and whatever comes next.
- The ability to solve problems, innovate and adapt.
- Ability to synthesize documents and data to uncover news stories.
- Ability to uncover and petition for the release of documents and help reporters navigate open records laws.
- Impeccable knowledge of grammar, spelling and AP Style.
- Strong organizational and time management skills; reliably meet deadlines.

What we'll give you

We will pay a salary that is competitive and commensurate with experience. Benefits include health, dental and vision insurance, 401K and a match, vacation, holidays and more. Our goal is

to serve our community and meet our mission everyday, and that means helping you do your best work in a place that makes you feel welcome and valued.

Location: San Diego, CA (You will be working remotely for the foreseeable future.)

Start Date: Flexible, but May is preferable.

Starting Salary: \$90,000, depending on experience

TO APPLY: Please submit an application through [this link](#). You will need:

- Your resume – one to two pages.
- A cover letter that outlines your vision and how you would approach the job. Note successes helping journalists elevate their reporting/writing/data analysis skills. Recount newsroom challenges you helped staff overcome. Also discuss a project you managed and a team you led and what made them challenging. Detail the important ways you've been a leader.
- Links to 3-6 online samples of your work. Show us what you've produced or had a hand in that best reflects your experience and expertise. Please include related links to significant impact or results of your work.

If you have questions, please contact jobs@inewssource.org.

inewssource is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at inewssource are based on business needs, job requirements and individual qualifications, without regard to race, color, age, religion or belief, family or parental status, or any other status protected by the laws or regulations in California. inewssource will not tolerate discrimination or harassment based on any of these characteristics.