



UNDERScore

MANAGING EDITOR

Underscore.news is building an innovative news team, an opportunity for a Managing Editor to help provide local news and reimagine how journalism is produced and published. Underscore.news covers underreported people and places in Oregon and the Pacific Northwest, with an emphasis on Indigenous communities.

The Managing Editor will be central to the Underscore team, which produces news that uses an equity and diversity lens to shape our coverage while remaining a stickler for the ethics and integrity of journalism. This position is responsible for the day-to-day operations that produce local and regional journalism, including overseeing an ongoing partnership with Indian Country Today.

Are you a person who is excited to build public service journalism through strong and authentic community ties? Do you appreciate the ambiguity that accompanies structural change in journalism? Are you excited about working with Indigenous communities to share stories that are culturally respectful and nuanced? Does the prospect of building a diverse and equitable newsroom give you hope?

If yes, we hope you will apply to help Underscore.news build a news team that can amplify the powerful stories in communities that have been historically absent from traditional media. As we are a small shop, a sense of humor is a plus.

THE JOB

The Managing Editor (ME) will oversee Underscore's coverage of Indigenous communities and produce original enterprise reporting, at times in partnership with other news teams. Equity is a focus of our reporting. The ME will supervise an Indigenous community beat reporter, a position shared with Indian Country Today, and freelance reporters and photojournalists to develop and disseminate reporting posted

to our website and shared and reposted by other news organizations (at no cost) in addition to working closely with an audience engagement manager to build awareness for our work.

Underscore.news values experience, but we are not setting any hard-and-fast minimum. We want to hire someone who is collaborative and willing to share expertise with colleagues and is obsessive about accuracy. You might not have led a news team before, but if you have vision, solid editing skills and an ability to guide reporters to stories that reflect the communities we serve, please apply. If you have lived experience working and reporting with diverse communities, we want to hear from you. Underscore is growing. We'll share our knowledge with you and do this work together. We hope you will apply.

CORE COMPETENCIES

- Experience reporting on and/or leading in-depth and equity-focused journalism.
- Clear commitment to accurate, ethical journalism.
- Strong relationships with tribal communities.
- Excellent news judgment and strong line editing skills.
- An interest in telling stories from a community perspective and enthusiasm for learning new skills and technologies.
- Commitment to driving integration of diversity, equity and inclusion in the newsroom.
- Strong listening and interpersonal skills, including empathy and the ability to take and give constructive feedback.
- Comfort with a job that will be ambiguous and continually evolving.

REQUIREMENTS

- Track record of editing and/or reporting stories with impact.
- A passion for building community relationships and conveying nuance and cultural information with care and sensitivity.
- A demonstrated ability to “see the story” that is going to matter to readers and to integrate community interests into this reporting.
- Experience managing projects.
- Ability to articulate and reinforce standards for ethics and professional conduct and journalistic excellence.
- A proven ability to lead, inspire and convey knowledge to others, and to work effectively with diverse colleagues.
- The ability to solve problems, innovate and adapt.

- Impeccable knowledge of grammar, spelling and AP Style.
- Strong organizational and time management skills; reliably meet deadlines.

WHAT WE'LL PROVIDE FOR YOU

Location: Portland, OR

Start Date: 30 August 2021 (or sooner)

Starting Salary: \$7,500/month (based on a \$72,000 annual salary + benefits)

Timing: August 30, 2021-April 8, 2022

Weekly: 40 hours per week

We will pay a salary commensurate with experience in addition to benefits that include health, vacation, holidays and more. This position is primarily remote due to COVID-19, although working in our Portland-based office at least one day per week is preferred.

WHO WE ARE

Underscore.news is a digital-first nonprofit reporting team based in Portland, Oregon. We produce original and independent news coverage with a 4-person core staff. We collaborate with other media, carry out joint projects and disseminate our work widely. Underscore's coverage—in-depth with a specialty of Indigenous communities—focuses on amplifying issues in underreported communities.

Underscore is serious about further diversifying our newsroom, Board and how our reporting is conducted. Every member of Underscore is involved in making sure our workplace is inclusive and welcoming. We publish and share our work broadly to increase visibility for Indigenous communities. We develop reporting projects that produce multiple stories for publication, often with a partner media organization. Underscore is funded by grants and individual donations. The Managing Editor is a key staff member of our team.

This is a grants-funded, limited position with plans underway to increase this position to a long-term staff position in 2022-23. If you are interested, please [APPLY HERE](#) by Sunday, July 18, 2021. Questions? jobs@underscore.news