



**President and Chief Executive Officer
Albany, New York**

THE SEARCH

WAMC/Northeast Public Radio (WAMC) seeks a visionary and collaborative leader to serve as its President and Chief Executive Officer (President/CEO).

Established in 1982, WAMC is an award-winning, independent, regional, non-commercial 501(3), public radio network based in Albany, New York that serves parts of seven northeastern states, including New York, Massachusetts, Connecticut, Vermont, New Jersey, New Hampshire, and Pennsylvania, as well as parts of Canada. A member of National Public Radio (NPR) and an affiliate of Public Radio Exchange (PRX), WAMC operates 24 hours a day, every day of the year, with stations and translators in twenty-nine locations throughout the region.

With over 450,000 monthly listeners, WAMC ranks among the most-listened-to public radio stations in the United States. WAMC's listeners are dedicated to the content it provides; 84% of WAMC listeners prefer WAMC over all other radio stations according to a 2022 National Public Radio Listener Profile. The organization has more than 50 employees, it runs six news bureaus throughout its listening area and operates out of a state-of-the-art broadcast center in Albany, the capital of New York State. WAMC produces the vast majority of its programming in-house, which is a rarity in public radio and a true point of pride for the station's talented staff and devoted listeners. WAMC's National Productions creates programming that is heard on stations across the country. Its news coverage has garnered recognition from the industry; for the past four consecutive years – 2023, 2022, 2021, and 2020 – WAMC has received a prestigious Regional Edward R. Murrow Award. More than a radio station, WAMC is a public media enterprise, streaming its programs online, producing weekly podcasts for download and distribution, and maintaining a significant web presence through WAMC.org and the WAMC app.

WAMC seeks a President/CEO who will embrace its passion for independent, high-quality, and accurate information; its investment in local news; and its mission to provide in-depth, dynamic and well-informed civic, educational, and cultural programming. Working with the Board, staff, and stakeholders of WAMC, the new CEO will craft and execute a vision and strategy for WAMC that is enterprising and sustainable. The President/CEO will be a forward-thinking and experienced executive, a sophisticated manager of human and financial resources, and a leader committed to open communication, the free exchange of ideas, mutual respect, and transparency as befits an organization devoted to information-sharing and informed discourse. Given that this is a time of dynamic change in the industry, it will be important that the next leader have an openness and a willingness to chart new courses in content, delivery platforms, revenue streams, marketing, and audience engagement while maintaining WAMC's unique community-driven programming.

Isaacson, Miller, the national executive search firm, has been retained to support the search committee in this effort. Guidelines for confidential inquiries, nominations, and applications appear at the end of this document.

ABOUT WAMC

WAMC operates from a position of strength. It has benefited from stable leadership, loyal listenership, and is regarded as a mature and professional organization. Originally the station of Albany Medical College, WAMC first went on air on October 1, 1958. WAMC, the non-profit educational corporation, was chartered by the New York State Board of Regents on July 31, 1981, and WAMC, the corporation, took over the assets of the station from Albany Medical College on June 30, 1982.

Programming Strengths

WAMC operates 24 hours a day, 7 days a week, 365 days a year, offering listeners a dynamic mix of news, information, music, and cultural programming. In addition to airing the highest quality programs from NPR, American Public Media, and the BBC World Service, WAMC is one of the most prolific producers of original public radio programming in the country. WAMC produces and broadcasts nine programs locally aired throughout the week, and, under the WAMC National Productions banner, they produce nine nationally syndicated programs, which are broadcast by hundreds of radio stations throughout North America and on Armed Forces Radio.

WAMC's programming starts each weekday with *Morning Edition* hosted live with local and regional news, followed by its daily three-hour morning *Roundtable*, a program that includes panel discussions with local, state, national and international experts on a variety of current events, a cultural segment, and in-depth interviews with civic, cultural and political newsmakers. The *Roundtable* is followed by WAMC's *Midday Magazine* offering local and regional news along with NPR and BBC news updates. Moving into the afternoon is WAMC's one-hour *Vox Pop* call-in show with rotating guests focusing on everything from Medical Mondays to Food Fridays and including experts throughout the week on topics as diverse as real estate, travel, car repair, astronomy, gardening, and pet care. WAMC's *Northeast Report* begins the late afternoon news segments with updates on local, state and national news, followed by NPR's *All Things Considered* and WAMC's *Northeast Report Late Edition* feeding into *Marketplace*. Weekend coverage includes live hosting of national shows along with local and regional news updates. This breadth and depth of coverage keeps programming fresh, provides extensive local and regional news and allows for breaking news coverage.

WAMC programming includes its unique *Congressional Corner*, providing regular interviews with members of Congress representing the areas served by the station; the *Media Project*, a weekly half-hour show focused on issues confronting the news media; and the *Legislative Gazette*, a weekly look at issues at play in the New York State legislature. The station provides significant live and in-depth coverage of local, statewide, and national elections.

WAMC has received a multitude of [accolades](#) throughout its history. Most recently, WAMC won the 2023 Regional Edward R. Murrow Award for Best Podcast for *A New York Minute in History* (a repeat award, having previously won in 2021); the 2023 New York State Broadcasters Association Excellence in Broadcasting Awards for Outstanding Spot News Coverage for *Shootout Rattles Saratoga Springs*;

Outstanding Sports Coverage for 2022 Meets Kicks off at Saratoga Race Course; and Outstanding Election Coverage for NY-19 Special Election Features Two County Executives.

On its National Production front, WAMC produces *Earth Wise* a two-minute segment designed to build environmental awareness by educating the public about issues related to the changing environment. *The Academic Minute*, produced in partnership with the American Association of Colleges and Universities, brings cutting edge academic research from around the world to a broad audience in an engaging 2.5-minute segment. *51%* is a twenty-five-minute program that explores issues related to women and society on a variety of topics—the environment, healthcare, our children, politics, the arts—anything that concerns citizens of the global community. Other nationally syndicated programs include *Person, Place, Thing*; *The Best of Our Knowledge*; *The Book Show*; *The Capitol Connection*; *The Legislative Gazette*; and *The Media Project*.

As to music, WAMC produces the award-winning and long running *The Hudson River Sampler* and it produces *Tim Coakley's Jazz Show*, and the *WAMC Bluegrass Time*.

WAMC operates an esteemed performance venue known as [The Linda](#). The performing arts studio is a hybrid performance venue, broadcast studio, and concert hall located in the heart of Central Avenue's Midtown Grid at the corner of Central Avenue and Quail Street in Albany, New York. The 300-person capacity experience is unique in offering an unparalleled connection between the performer and the patron. The intimate setting, paired with impressive 5.1 surround sound, provides the audience with personal exposure to art and artists on a local, regional, and national level. Since its opening in 2002, The Linda has hosted a wide variety of events, including live musical performances, films, documentaries, panel discussions, debates, spoken word, and comedy. WAMC supports community activities by making The Linda available to local schools, associations, non-profit organizations, and businesses.

Financial Stability

A financially stable organization, WAMC is renowned for its on-air fund raising, reaching out three times a year to engage its listeners in its dynamic, marathon fund drives. WAMC raises approximately \$3.8 million from its loyal membership base. Significant financial support, approximately \$2.6 million, comes from underwriting by local businesses, along with grant support for WAMC's National Productions, and governmental sources such as the Corporation for Public Broadcasting and the New York State Education Department. As of June 2023, WAMC's total assets were approximately \$13.6 million, excluding property and equipment, and it's annual budget is \$8.5 million.

Strong Staff and Management

Generating this content and running the overall operations of WAMC is a talented, dedicated, and energetic group of professionals that includes longstanding employees as well as relatively recent hires. A solid senior management team is actively engaged in day-to-day operations from finance and human resources, to engineering and news and programming.

WAMC is currently governed by a 17-member Board of Trustees, which meets monthly. A Community Advisory Board, currently composed of 17 community leaders from across the region, meets annually to advise management and the Board of Trustees on whether the programming and services of the station

are meeting the educational and cultural needs of the communities WAMC serves and makes appropriate recommendations to meet such needs.

Commitment to Diversity

WAMC aims to provide programming as varied as the human experience. The station serves the public by preparing and presenting radio and live programs that celebrate the diversity of its broadcast and live audience. In offering a unique blend of national and regional news and information, opinion and commentary, artistic, cultural, and musical programming to listeners in portions of seven Middle Atlantic and New England states, WAMC produces and invests in programs that offer diverse perspectives on important issues. In its journalism, diversity means the inclusion in reporting of the vastly different voices and opinions of mis- or under-represented people and those frequently ignored. WAMC strives to include differing opinions in its content. It also aims to ensure its workforce, Board of Trustees, and Community Advisory Board likewise are representative of the vastly diverse communities that they serve. WAMC's internship program aims to attract a diverse pool of students interested in working in public media.

THE PRESIDENT AND CEO

Dr. Alan Chartock, WAMC's founder and its former President and CEO, retired in May 2023 after more than four decades at the station. As a political science and communications professor at the State Universities of New York at New Paltz and Albany, Dr. Chartock began leading the station in 1981 when Albany Medical College handed over the FM signal that it had used for in-house medical lectures. The new President and CEO will move the organization into its next phase of development and will play a strategic, conceptual, unifying, and administrative role.

The highly fluid nature of the media industry presents the station with both opportunities and challenges, and it seeks a CEO who can manage these challenges while tapping into the potential offered by the changing dynamics. At the most fundamental level, the organization seeks a leader who can explore ventures in new media, ensure the sustainability of its initiatives, and expand and direct its resources. The next CEO will join the organization at an important critical and propitious moment.

The CEO identifies key opportunities for growth and excellence; identifies the tactics and steps that are needed to seize those opportunities; and ensures effective teamwork and communication. In all these activities, the President/CEO is a member of the WAMC team working collegially and cooperatively with the Board, staff, and community to inspire, support, mentor, and engage.

Reporting to the President/CEO are the members of the senior team: the Director of Operations and Engineering, the Chief Financial Officer, the News Director, the Membership Director, the Programming Director, and a Senior Advisor.

KEY OPPORTUNITIES, CHALLENGES AND EXPECTATIONS

The President/CEO will be empowered and expected to:

Affirm WAMC's leadership position.

The next President/CEO will join an entrepreneurial and intrepid staff at a dynamic time for public radio. From an industry standpoint, WAMC is widely recognized for its professional standards, path-breaking regional programming, and sustained excellence with lean staffing and low staff turnover. Even during the pandemic, WAMC maintained a strong financial outlook, did not miss a day of on-air programming and did not cut a single staff position. With a committed base of donors and award-winning, locally produced programming, WAMC is on solid footing. The next President/CEO will solidify WAMC's leadership in the field by continuing to support the work of the dedicated staff – championing journalistic standards, safeguarding quality, and ensuring close coordination and strong communication.

More than four decades since its founding, WAMC is poised to innovate for the future. In the coming months and years, the President/CEO will work with the Board and staff to further strengthen WAMC. This is a non-profit organization that operates in a highly competitive market, with complex business dimensions and requirements. The President/CEO must be able to anticipate, recognize, and proactively tackle trends in the broadcast industry, create opportunities, marshal resources, target areas for investment, and consolidate WAMC's gains.

Bold, collaborative, energetic, and strategic leadership will allow WAMC to further enhance its position and continue to flourish. In particular, the next President/CEO will build out and integrate social media and podcasting while maintaining the stellar radio programming that the station is known for. In addition, the President/CEO will maintain the station's longstanding prioritization of local coverage and identify opportunities to expand it in all pockets of WAMC's geographic reach. With a fundamental orientation toward the future and a tolerance for informed risk, WAMC's President/CEO will innovate for the future of public radio while maintaining an appreciation for the existing strengths of the organization and its programming.

Strengthen WAMC's resource and donor base to ensure the sustainability of WAMC.

The next President/CEO will continue to fortify WAMC's financial base by deepening philanthropic interest, nurturing fruitful partnerships, exploring ways to monetize WAMC's activities, and developing new audiences. Growing WAMC's listening audience and donor base to include a younger demographic is essential as WAMC's current listeners and donors age. In addition, the President/CEO will identify opportunities to cultivate more major donors, expand planned giving, enhance digital fundraising, and build out matching gift and corporate giving programs. Developing a forward-thinking strategic plan for the station that includes identifying new revenue streams, assessing the station's real estate holdings, and developing keen marketing strategies with input from staff and the Board of Trustees will be a priority for the next leader. To sustain the station into the future, the President/CEO will be persuasive in fundraising, enthusiastic in outreach, and entrepreneurial in identifying opportunities to enlarge WAMC's financial foundation.

Attend to internal and external dimensions of leadership

To ensure a professionally fulfilled corps of staff, WAMC requires strong leadership internally. This is an organization that values leadership visibility, transparency, fairness, and clear and consistent communication. The President/CEO will work assiduously to break down any silos, promote organizational awareness and citizenship, and cultivate an on-going atmosphere of respect. This may involve an opportunity to realign positions to better reflect the structure and efficiencies of the organization, fostering greater trust between and among staff, promoting the open exchange of creative ideas, and capitalizing on collaborations. The next leader will nurture an environment that brings together and leverages the talents of all.

Externally, it is expected that the President/CEO will effectively engage with the many varied communities throughout the New England and the Middle Atlantic regions that make up WAMC's listenership, in order to better extend WAMC's influence and message. The President/CEO will be an enthusiastic and tireless champion for WAMC. As the face of this public-facing entity, the next leader must be visible and active within communities, building the station's brand, making connections, and bolstering external relationships. The President/CEO will maintain and deepen collaborative partnerships within the New York public media ecosystem and with other local public radio stations.

To ensure WAMC's sustainability and longevity in the future of broadcast radio, the President/CEO will aim to diversify the station across multiple dimensions. WAMC is committed to equity, diversity, and inclusion. The President/CEO will build upon the station's existing momentum and efforts in this realm by finding new ways to attract, support, and retain diverse staff, as well as members of the Board of Trustees and Community Advisory Board. With regard to programming, the President/CEO will maintain and further the station's commitment to offering diverse perspectives and opinions, particularly from communities traditionally mis- or under-represented in public media.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will bring many of the following professional and personal experiences, qualifications, and characteristics:

- **Leadership experience:** Visionary and inclusive leadership. Demonstrated success in conceiving and implementing creative strategies that increase impact. Accomplished executive management, including the formulation and execution of strategy, new business development, competitive market strategy and market creation, and the establishment of key partnerships and collaborations.
- **Professional experience:** Demonstrated ability to lead successfully and nimbly in highly dynamic professional industries. Knowledge of issues currently at play in media and journalism. Deep understanding of the ethical and professional standards and practices that guide public radio and media, including content creation.
- **Business and financial skills:** An understanding of budgeting and forecasting, resource requirements, and revenue generation, and an ability to align those in the context of a strategic plan. Ability to create a framework for prioritizing resources; the skills needed to communicate priorities to others.

- Substantial experience in revenue generation: A record of success working with individual and organizational donors. An entrepreneurial mindset, as evinced in the ability to leverage resources and monetize activities and programs.
- Experience in talent development and support: Demonstrated success in attracting, retaining, and developing staff. Successful experience in building structures and processes that are rational and transparent. A leadership style that relies heavily on empowering colleagues, cultivating mutual respect, and encouraging teamwork.
- Outstanding communication skills: Ability to generate excitement around ideas, and to inspire cooperation and compromise. Clarity of expression, matched by diplomacy and tact.
- Personal qualities: Superb interpersonal skills; integrity; the ability to lead an organization with fairness and humility. Personal and professional energy, resilience, patience, and optimism. An ability to engage individuals and groups through one's personal style, humor, and warmth.

COMPENSATION

The anticipated salary range for this position is \$200,000-\$280,000 annually. WAMC provides this salary as a good faith estimate of the starting pay range considering factors such as (but not limited to) scope and responsibilities of the position, candidate's work experience and education. In addition to the salary offered, WAMC offers a collegial and inclusive culture, and a benefits program, which includes generous paid time off, paid holidays, and a retirement plan with WAMC contributions.

CONFIDENTIAL INQUIRIES, NOMINATIONS, REFERRALS, AND APPLICATIONS

Confidential inquiries, nominations, referrals, and applications can be submitted electronically to:

Karen Avery, Partner
Mia Carpiello, Senior Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/WAMC-northeast-public-radio/president>

For more information about WAMC, visit:

- <https://www.wamc.org/>
- <https://www.wamc.org/station-info>

For information about Albany, New York, where WAMC is headquartered, visit:

- <https://www.albany.org/>

WAMC is an equal opportunity employer. It is the policy of WAMC that all employees and applicants for employment will be treated and considered without regard to race, color, religion, gender, national origin, age, disability, sexual orientation, political affiliation or belief, genetic information, veteran status, familial status, domestic violence status, arrest or conviction record, or any other protected classification.