



CHIEF DEVELOPMENT OFFICER  
[CHICAGO PUBLIC MEDIA](#)  
CHICAGO, ILLINOIS



Aspen Leadership Group is proud to partner with Chicago Public Media in the search for a Chief Development Officer.

The Chief Development Officer will lead all fundraising efforts on behalf of Chicago Public Media, including developing a strategic plan to maintain and increase philanthropic revenue. The Chief Development Officer will ensure the achievement of annual and long-term goals for major gifts, foundations, planned giving, annual fundraising events, and corporate giving. The Chief Development Officer will be an active representative of Chicago Public Media, building relationships across the community to advance and strengthen the mission and amplify the role that philanthropy can have on the organization.

Chicago Public Media believes independent journalism is essential to a well-functioning democracy and access to fact-based, objective news and information is a right of every citizen. The organization serves the public interest by creating diverse, compelling content that informs, inspires, and enriches. It connects diverse audiences and helps them make a difference in their community, the region, and the world. Chicago Public Media employs many who are inspired by its mission and who want to belong to an organization that inspires, supports, and challenges.

Home to the *Chicago Sun-Times* and WBEZ, Chicago Public Media ('CPM') is one of the largest local non-profit news organizations in the country. WBEZ and the *Chicago Sun-Times* serve more than 4.4 million people across broadcast, print, and digital platforms weekly. Chicago Public Media's mission is to strengthen the well-being of local communities and democracy through independent local journalism. Its newsrooms produce accessible, trusted news, information, and programming that helps all Chicago area residents make informed decisions every day, and Chicago Public Media aspires to become the essential and most trusted news source Chicago turns to each day to understand the people, events, and ideas that shape America's third-largest metropolitan community.

*Chicago Sun-Times* is Chicago's oldest continuously published daily newspaper. It is known for its hard-hitting investigative reporting, in-depth political coverage, urgent and thorough response to breaking news, timely behind-the-scenes sports analysis, and insightful entertainment and cultural coverage. Winner of eight Pulitzer Prizes, the *Sun-Times* is known for capturing the spirit and diverse essence of America's third largest city. Over the years, it has also been home to such nationally celebrated voices as Roger Ebert, Ann Landers, and Mike Royko.

[WBEZ](#), Chicago's NPR news station, serves the community with fact-based, objective news and information. WBEZ's award-winning journalists ask tough questions, dig deep for answers, and expose truths that spark change and foster understanding. In addition to its local and national news programming, WBEZ Chicago is home to its midday talk program *Reset* with Sasha-Ann Simons and a catalog of popular podcasts, including the daily "The Rundown," along with longtime favorites such as "Making" series of Making Beyoncé, Making Obama, and Making Oprah; an investigative podcast series, *Motive*; *Nerdette*; and *Curious City*. WBEZ Chicago has a legacy of innovation as the birthplace of nationally acclaimed programs such as *This American Life* and *Wait Wait...Don't Tell Me!* and the ground-breaking podcast, *Serial*. Listen live at WBEZ 91.5FM, [wbez.org](#), or on WBEZ's mobile app.

During the past five years, Chicago Public Media has significantly expanded the size and ambitions of its newsroom. In addition to bringing nationally syndicated public radio news and talk shows to a Chicagoland audience, its award-winning newsroom desks cover education, criminal justice, politics and government, race, class, and communities and data-driven investigations. Its live, one-hour show on WBEZ, Reset, drives and further expands the daily conversation during midday listening hours.

Chicago Public Media has expanded its community engagement initiatives with community conversations around issues that intersect with its reporting; in-depth exploration of specific topics and discussions in a live event setting; and curated live events drawing big national names and thousands of visitors.

### **REPORTING RELATIONSHIPS**

The Chief Development Officer will report to Chief Executive Officer, Melissa Bell. In addition, the Chief Development Officer will be a member of the CEO's Executive Leadership Team. The Chief Development Officer will oversee a team of 10, including five direct reports.

### **DIVERSITY, EQUITY, AND INCLUSION**

To fulfill its mission, Chicago Public Media is committed to creating a more equitable, diverse, and inclusive organization that is reflected in the work it produces, the policies it practices, and the culture it perpetuates. This vision of a diverse, equitable, and inclusive future requires it to prioritize the hard work that must be done, with a commitment to openness and transparency. As Chicago Public Media embarks on this journey, its efforts focus on three initiatives: recruiting, hiring, and retaining a diverse staff at all levels; cultivating a culture of inclusivity and opportunity; and aligning its content and audience with the demographics of its coverage area.

If you think you have what it takes, but don't meet every single point in the job posting, please apply with a cover letter to let us know how you believe you can bring your unique skills to the team.

### **PRIMARY RESPONSIBILITIES**

The Chief Development Officer will be responsible for

- Execution – defining and leading the execution of comprehensive, diversified, and integrated fundraising activities that maximize financial growth, including the development, implementation, and evaluation of annual and multi-year goals and strategies;
- Revenue strategy – creating new strategies to increase and diversify revenue, including but not limited to an increase in number of donors and giving per donor;
- Advisor – acting as a trusted advisor to the Chief Executive Officer on fundraising objectives and contributing as a member of the leadership team on the development and implementation of strategic revenue-generating plans;
- Board of Directors – maximizing the participation and impact of the Board of Directors by building relationships that advance the fundraising objectives of Chicago Public Media;
- Major donors – managing a select donor portfolio of top prospective donors including individuals, foundations, and corporations, developing and sustaining relationships that increase financial support;

- Team-building – recruiting, training, managing, and nurturing fundraising staff through goal-setting, mentorship, evaluation, and recognition;
- Networking within Public Media – coordinating with public broadcasting leaders: APM, NPR, and other public broadcasting stations and content producers on best practices and opportunities for collaboration;
- Organizational strategy – participating in the development of strategic objectives to grow audience and drive revenue from multi-platform activities;
- Organizational leadership – working with events, communications, digital, and content teams to find opportunities to add value to the donor experience;
- Budget & planning – preparing and monitoring the annual development budget, overseeing contributed revenue and expenses, projections, and forecasting;
- Communicating – synthesizing fundraising data into comprehensive reports for senior management; and
- Operational – developing, implementing, monitoring, and assessing fundraising and gift processing policies and ensuring all development strategies incorporate and maximize the use of CRM data.

## KEY COLLEAGUES

### **Melissa Bell**

#### **Chief Executive Officer**

Melissa Bell is the co-founder of Vox, the industry-changing explanatory news network launched in 2014 to bring context and clarity to the news. Under her leadership, Vox became an award-winning multi-platform newsroom with over 11 million subscribers to its YouTube channel and an audio slate that includes the flagship daily news show *Today Explained*, one of the nation's top 20 podcasts. Bell also served as Vox Media, Vox's parent company, publisher beginning in 2016, overseeing the company's editorial brands and playing a critical role in shepherding Vox Media's merger with *New York Magazine*, along with their premium brands of *Vulture*, *The Cut*, *Intelligencer*, *Grub Street*, and *The Strategist*. The merger brought together 13 distinct newsrooms that collectively have earned 50+ National Magazine Awards, 20 James Beard Awards, a Pulitzer Prize, and a News & Documentary Emmy.

### **Rina Dedhia**

#### **Chief Financial Officer**

Rina Dedhia is Chicago Public Media's Chief Financial Officer. In her role, she is responsible for Finance and Accounting, Broadcast Operations, IT, and Facilities.

Dedhia was previously with TEGNA Digital, the digital division of TEGNA, where she was Vice President of Finance and Operations. In her role at TEGNA Digital, Dedhia worked across a portfolio of high-growth digital businesses, where in addition to managing the day-to-day operations of the accounting and finance operations, she worked to instill quantitative and strategic rigor into decision-making.

Prior to joining TEGNA, Dedhia was a Director of Finance at NAVTEQ, a navigation, mapping and location experiences company, and Director of Operations at Mattersight, a SaaS-based predictive analytics company.

Dedhia is a native Chicagoan and holds an M.B.A. from The University of Chicago's Booth School of Business and a B.A. in Mathematical Methods in the Social Sciences and Economics from Northwestern University.

**Tracy Brown**  
**Chief Content Officer**

Tracy Brown is Chief Content Officer at Chicago Public Media. She joined WBEZ in 2019 as managing editor to lead enterprise, investigations, daily news, and special projects. As Chief Content Officer, Brown now oversees the newsrooms at WBEZ and *The Chicago Sun-Times*, along with broadcast programming, WBEZ's talk show Reset, podcasts, community engagement/events, audience development, and Chicago's urban alternative music station Vocalo.

Brown spent more than a decade as a news leader at the *Atlanta Journal-Constitution* as well as *The Dallas Morning News* and worked at the *St. Petersburg Times* (now *Tampa Bay Times*) and South Carolina's *The State* newspaper. A University of Georgia graduate, she is the immediate past chair of the Grady College of Journalism alumni board. She is an executive board member of the Local Media Association, a member of the Poynter Institute's Ethics, Leadership and Integrity advisory board, the Junior League of Chicago advisory board, and a longtime member of the National Association of Black Journalists.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

Chicago Public Media seeks a Chief Development Officer with

- Passion – a passion for public media and a commitment to the belief that a shared, independent, and trusted public media space remains central to an effective and informed democracy;
- Leadership – an ability to lead and thrive in all major fundraising functions including major gifts/principal giving, foundations and government grants, data management, budget administration, marketing, and communications;
- Relationships – an ability to build meaningful and trusted relationships with donors with a preference for individuals with knowledge of the Chicago philanthropic landscape;
- Vision – an ability to articulate and execute a fundraising vision for Chicago Public Media to internal and external stakeholders;
- Communication – an ability to communicate clearly, without ambiguity, to diverse audiences internally and externally as an advocate for public media and for the objectives and goals of Chicago Public Media;
- Cultural competency – a high level of cultural competency and a commitment to diversity, equity, inclusion, and belonging in the workplace expressed in both approach and experience;
- Collaborative – a desire to work as a member of a team, work across internal and external stakeholders, and strategically partner with and support the CEO, Board of Directors, other leaders, and the development team in identifying fundraising opportunities and strategies;
- Team-building – experience as a visible and effective leader and the ability to recognize and nurture talent while building and retaining a successful team;
- Financial fluency – an ability to develop and maintain financial projections and budgets; and
- Technology – a high level of competency with technology, an aptitude for mastering new technology, and an ability to develop a unified vision for the CRM system.

### **SALARY AND BENEFITS**

The salary range for this position is \$250,000 to \$325,000 annually. Chicago Public Media offers a comprehensive benefits package.

### **LOCATION**

This position is based in Chicago, Illinois.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. **Cover letters should be responsive to the mission of Chicago Public Media—to serve as a cornerstone of the public conversation; as a central pillar of civic community; and to reassert itself as the heart of innovation within public media.** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit: [Chief Development Officer, Chicago Public Media](#).*

*To nominate a candidate, please contact Steven Wallace: [stevenwallace@aspenleadershipgroup.com](mailto:stevenwallace@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*