



Cambridge Community Television seeks an inspirational, talented, effective and visionary leader as its next Executive Director.

The Opportunity

Cambridge Community Television (CCTV) is a nationally recognized, award-winning community media center serving Cambridge, MA. Founded in 1988, CCTV is an independent nonprofit organization that provides access to media production equipment, computers, multimedia workshops, and program distribution on multiple platforms for Cambridge area businesses, organizations, and individuals. CCTV nurtures a strong, equitable and diverse community by providing tools and training to foster free speech, civic engagement, and creative expression while connecting people to collaboratively produce media that is responsive, relevant, and effective in a fast-changing technological environment. CCTV's constituency covers the full diversity of this city. In collaboration with community organizations, residents, and City and school representatives, CCTV creates opportunities for under-resourced communities to participate fully in civic life.

CCTV operates...

- Three local cable tv channels, a dynamic, media-rich website, social media platforms, and Roku, Apple TV and Amazon Fire apps, all featuring programming produced by Cambridge residents, arts and cultural organizations, City agencies, and CCTV staff;
- Hands-on and on-line media production and technology workshops, providing access to emerging technologies and state-of-the-art media equipment;
- The Youth Media Program: a vibrant media arts and work experience program for underserved teens;
- Computer CENTRAL, the Cambridge Savings Bank and Google public computer labs, hosting classes and public drop-in hours for those without access to computers and the internet;
- Cambridge News, an innovative citizen journalism program offering coverage of local issues and events; and
- Special outreach programs for seniors, immigrants, low-income communities and nonprofits.

CCTV is a well-managed organization with a profound capacity for innovative change. Under the current leadership, CCTV has become a national model for utilizing new technologies to build community. In 2020, CCTV received the Overall Excellence in Public Access Programming from the national Alliance for Community Media for the twelfth time. We are seeking a candidate with interest and experience in innovative communications and media technology initiatives, is resourceful, collaborative, entrepreneurial, a team player who takes responsibility, exemplifies integrity and celebrates diversity.



CCTV's Executive Director will help foster a culture promoting social justice, teamwork, innovation, and excellence in service delivery. This role requires a highly motivated and organized individual who works well with others and has a passion for public service and the mission of CCTV. A successful Executive Director will lead by example, provide strong training and support, and often serve alongside staff in providing direct service to the community. Under the direction and guidance of CCTV's Board of Directors, the Executive Director is responsible for ensuring future innovation and sustainability, and taking the organization to the next level. It is a wide-ranging and complex job, involving:

- overseeing daily operation;
- serving as the spokesperson for the organization;
- developing and maintaining good working relationships with the Board of Directors, funders and donors, city officials, cable company management, landlord, and the community;
- developing new and existing funding sources;
- hiring and supervising staff and consultants;
- managing benefits; and
- planning and managing the budget

Through the search process, successful candidates must prove their ability to execute and succeed in all facets of the position. Support of the Board of Directors and a talented staff will help the right candidate succeed.

If currently out-of-region, the candidate must be willing to relocate to the Greater Boston region within a reasonable time of receiving the job offer.

Strategic Opportunities and Challenges

Community media centers like CCTV, born of a social justice movement to democratize mainstream media, provide access to tools and training for communities to share their stories. In hundreds of community media centers nationwide, people from all walks of life work together to create a dynamic environment for public discourse.

Yet all are faced with a profound challenge: within the current disruptive media landscape and the state of our democracy, how do we ensure continued education and content delivery aligned to our missions, while leveraging innovative technologies, establishing sustainable partnerships, and achieving financial stability?

Now is a critical time to reaffirm community media's mandate of fostering equitable civic discourse and engagement. As an autonomous, non-commercial media entity that enjoys a stellar reputation both locally and nationally, CCTV is uniquely positioned to increase digital literacy, be a trusted source of hyper local information, and help our community safely navigate a very complex political and social environment.



Given CCTV's many successes, the next Executive Director will build upon an already solid foundation. However, the Executive Director will need to actively explore new models and articulate a vision for CCTV's future. They will need to work towards ensuring sustainability and innovating in a collaborative environment with the Board of Directors, City officials, community organizations, funders and a highly engaged staff and membership base, while maintaining the standard of excellence in service delivery for which CCTV is known.

While the Search Committee will consider candidates from a wide-variety of professional and industry backgrounds, experience in the following areas will be highly valued:

- Media technology, community media, new media and distribution models
- Community leadership
- Commitment to Social Justice
- Nonprofit/staff management
- Budgeting and finance
- Fundraising
- Entrepreneurship
- Delivery of social services
- Familiarity with the issues and people in Cambridge, MA

Salary and Benefits

Competitive salary. Negotiable, within the framework of CCTV's annual operating budget, and commensurate with experience. Generous benefits. Relocation assistance is available.

Non-Discrimination

Cambridge Community Television is proud to be an Equal Employment Opportunity employer. The organization celebrates diversity and does not discriminate based on race, color, religion, creed, gender, gender identity or expression, age, citizenship, national origin, disability, marital status, sexual orientation, pregnancy, genetic information, military status, or any other legally protected characteristic. **Womxn and people of color are strongly encouraged to apply!**

How to Apply

To apply, submit a resume/CV and a cover letter (in .pdf format) to edsearch@cctvcambridge.org. Your cover letter should include your salary requirements and provide details regarding your leadership experience relative to the job responsibilities.

Applications must be received by September 4th, 2020. All inquiries will be handled confidentially.

If you have any questions about the position, please contact edsearch@cctvcambridge.org. No phone calls, please.