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**MIT Position Description**

**Position Overview:**

[MIT Sloan Management Review \(MIT SMR\)](#) is a trusted and leading source of ideas for business and management leaders seeking new insights on how technological, societal, and environmental forces are reshaping the way their organizations function, compete, and create value. Founded in 1959 as a scholarly publication, today *MIT SMR* publishes a mix of content ranging from rigorous management concepts developed from years of research, to interviews, articles, special reports, global executive studies and research reports, case studies, audio (podcasts), and video (webinars).

Through the evidence-based work of our expert contributors, we examine the impact of technology on strategy, operations, and the workforce; seek out new ideas for managing innovation, fostering diversity and inclusion, and promoting sustainability; and help readers adopt the evolving leadership skills required to navigate uncertain times.

*MIT SMR* seeks an Editor-in-Chief to guide the ongoing evolution and execution of a comprehensive content strategy. *MIT SMR* is engaged in continuous assessment of customer desires and pain points, experimentation with new product offerings, and development of high value, new products for customers.

As chief content strategist, the Editor-in-Chief (EIC) of [MIT Sloan Management Review \(MIT SMR\)](#) guides comprehensive content strategy for the organization across the entire content lifecycle. Specifically, the EIC will lead *MIT SMR*'s content strategy; ensure the strategy is at the forefront of all decision making; and foster the continual and sustainable evolution of *MIT SMR*'s business model. The EIC provides management and oversight of the day-to-day editorial operations required to produce the full range of *MIT SMR*'s content, in all media forms, formats, and platforms.

*MIT SMR*'s current editorial structure facilitates: 1) development and production of quarterly issues (designed for print and online), sourced from expert authors, 2) original digital content published daily, 3) the creation of content and research reports developed and produced in collaboration with external thought leaders, from academia and industry, made possible by support from sponsoring organizations, and 4) new digital products and services meant to keep pace with the needs and media consumption preferences of a global audience.

The EIC pursues *MIT SMR*'s vision to achieve the business goals of the organization by engaging with internal and external stakeholders to maximize the impact and reader value of all content produced. The EIC maintains a keen focus on relevancy, reach, and visibility, and ensures each are considered within the context of the strategy and mission. The EIC carefully considers the content's purpose in serving the needs of readers, including thoughtful content integration and repurposing. Internal collaboration, to develop tactics and tools that effectively measure and assess the reach and impact of the content, is a critical success factor.

The EIC provides direction for the editorial operations of *MIT SMR* across the range of content produced, including pre-production (research, editorial strategy, management), production (content creation, content optimization, content delivery), and post-production (promotion, evaluation). The EIC is a leader and collaborative participant on *MIT SMR*'s cross functional senior leadership team.

**Principal Duties and Responsibilities (Essential Functions\*\*)**

**Leadership and Talent Management (40%):**

- Provides strategic business leadership a unifying editorial vision for the full range of *MIT SMR*'s content offerings.
- Formulates and guides a comprehensive development strategy for *SMR*'s sponsorship/partnership/alliance model.
- Plays key leadership role in content, format, and program development for current products.
- Collaboratively directs and manages the content strategy for *MIT SMR*'s digital platform, including collaboration on navigation, design, execution, and ongoing improvements.
- Pursues new and innovative digital products.
- Provides either direct management or managerial oversight for all *MIT SMR* content editors (including internal staff and external freelancers, contractors, writers, etc.).



- Establishes and maintains distinctive positioning within a competitive environment.

**Operations (20%):**

- Responsible for attracting and/or engaging authors, sponsors and partners, academic faculty, subscribers, and website visitors, by discovering and disseminating management insights of value to readers.
- Consults with the editorial team on the evaluation of manuscript and proposal submission.
- Directs the cultivation of both expert-submitted and staff-created content types, and ensures their optimal presentation within *MIT SMR*'s digital and print platforms.
- Plays a direct role producing *MIT SMR*'s quarterly magazine and daily website.
- Ensures *MIT SMR*'s high editorial standards are met and maintained.
- Coauthors business plans.

**Organizational Impact (20%):**

- Plays a lead role on *MIT SMR*'s internal management team to develop and implements *MIT SMR*'s business strategy.
- Represents *MIT SMR* at public events and raises the publication's profile.
- Provides general expertise about evolving content monetization models and digital trends.
- Collaborates across publishing functions, including marketing, business development, and digital development.

**Problem Solving and Complexity (10%):**

- Strong problem solving, analytical skills, and digital acumen.
- Ability to break down complexity into component parts.
- Meets regularly with the managing director to discuss plans and other business relating to the publication, and to make tactical and strategic decisions.

**Analysis and Reporting (10%):**

- Proven ability to make good judgements, quickly, with information at hand.
- A quick study; can summarize analyses with data-driven reporting/visualization.
- Develops budget proposals, generates ideas for new and more efficient ways to work, and explores the use of new technology aimed at increasing readership and utilizing new media.

**Supervision Received:**

- Reports directly to the managing director of *MIT SMR*.

**Supervision Exercised:**

- Management of *MIT SMR*'s editorial director, executive editor, and senior managing editor, to handle day-to-day operational responsibilities within their respective content portfolios.

**Qualifications & Skills**

**Required Education and Experience:**

- Bachelor's degree required.
- 10+ years publishing and editing experience in business and management fields.
- Ability to work collaboratively with sales and business development to support corporate (B2B) partner initiatives.
- Significant managerial experience, mentoring, strategic planning and operational execution.
- Broad editorial leadership traits, effective collaboration skills, and ability to build cohesive, aligned, and high performing teams.
- Demonstrated experience in journalism and established track record developing and implementing digital content strategies, with business management publications or within related disciplines.

**Preferred Education and Experience:**

- A major in English, journalism, business, or related discipline.
- Graduate degree or equivalent related experience a plus.



- Ability to work effectively with minimal supervision and management, within ambitious but relatively small team environment.
- Excellent oral and written communication skills with ability to translate complex academic management ideas into articulate and digestible language for business executives and practicing managers.
- Strong interpersonal skills; ability to interact with and directly influence academic faculty and executives within the world's top business schools, consulting firms, and corporations (especially those in senior management roles and the C-Suite).
- Excellent presentation skills and high comfort level with outward facing public speaking engagements.
- Excellent working knowledge of academic and professional management literature published by *MIT SMR*'s competitors and emerging digital media companies.
- Comprehensive knowledge of and experience with subscription based editorial operations and magazine production for common digital/multimedia content delivery formats.
- Thorough understanding of journalistic research studies, global survey fielding, analysis, and report writing; and the overriding importance of maintaining *MIT SMR*'s editorial integrity balanced with partner motives and aspirations.
- Experience in commercial business journalism and interviewing senior executives, thought leaders, and academic faculty, thereafter framing key takeaways to develop compelling story lines.
- Proven ability to moderate panel discussions, webinars, video interviews, etc.
- Demonstrated high standards in growing digital audience and website traffic, multimedia storytelling, and building community of experts.

**Competencies:**

- Manages ambiguity and navigates change while being comfortable and confident working in a fast-paced and changing environment
- Demonstrates desire and drive for learning that enhances individual performance and contributes to organizational effectiveness.
- Is self-directed and proactive while advancing work and achieving results
- Works towards team success with humility, as both a member and a leader of formal and informal teams.
- Collaborates with others while respectfully advancing organizational goals and achieving desired outcomes .
- Communicates openly and effectively by exchanging high-quality information, ideas, and opinions in an open and timely manner within and outside the school.
- Acts with caring and a sense of community while demonstrating genuine respect towards every person.
- Fosters innovation and experimentation by applying original thinking, expertise, and professional experience to solve problems and develop new options and approaches.
- Builds diversity and inclusion by modeling and promoting the MIT values and contributing to an environment where everyone feels supported and is able to thrive.
- Focuses on impact and outcomes while working to make a difference and achieve organizational goals.
- Influences others by gaining commitment, buy-in, and support.
- Initiates and sustains change that creates value.
- Supports a culture of experimentation by creating a safe environment for risk taking.
- Manages people and teams by providing direction, support, and encouragement to accomplish organizational goals.
- Coaches and develops others by supporting learning and development to help maximize their potential.

\*\* To comply with regulations by the American with Disabilities Act (ADA), the principal duties in position descriptions must be essential to the job. To identify essential functions, focus on the purpose and the result of the duties rather than the manner in which they are performed. The following definition applies: a job function is essential if removal of that function would fundamentally change the job.