

## New Member Benefit

### Job Description Tool

PMBA is excited to share a new benefit--the brand new [Job Description Tool](#). Here you will be able to find templated description for positions at your station, and you'll be able to sort by station size and job type. If you have a job description template that you would like to contribute to this database, please [email us](#).

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## PMBA 2019 Annual Conference Wrap Up

Thank you to everyone who attended this year's Annual Conference in Orlando, FL. Each year, this event has continued to expand, bringing the best in finance and HR education to the public media system.

The event began on Tuesday, with the pre-conference workshops sponsored by CPB, followed by the Newcomer's Reception, where first-timers and veteran attendees were able to connect. This year we welcomed almost two dozen new attendees to the conference!

As the day began on Wednesday, PMBA held its membership meeting where our 2019-20 Board Chair, Vince Petronzio, officially took the helm. Also installed was the new PMBA Vice Chair, Rita Echeverria. Rita was this year's conference committee chair and she will automatically ascend to the role of Chair in the 20-21 year. Presentations to our scholarship award winners were also made.

Once the membership meeting was over, the official program began! Since we were in Orlando, PMBA presented an event that brought together the best of local public media as well as a little bit of Mickey. This year's opening keynote was Matt Beiler, a show producer at Walt Disney Imagineering. In this session, attendees got a behind-the-scenes look at how some of Disney's greatest attractions are made, including Pandora, the world of Avatar. [Read more](#).





[View the full conference album online.](#)

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## Running Toward the Renaissance of Local News

*Current*

*The Salt Lake Tribune* publicly announced that it was pursuing federal approval to become a nonprofit, citing years of steep advertising declines for the privately held, Pulitzer Prize-winning newspaper.

The news was shocking/not shocking for anyone in the local news industry, and many were quick to add this as another chorus in the endless noir opera “Death of a News Industry.” Previous stanzas included the shuttering of more than 1,300 weekly and daily newspapers in recent years, local news institutions selling their historic buildings to tech billionaires and vulture capitalists slashing newsroom jobs to one quarter what they were a decade ago. [Read more](#)

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**A TERRIFIC OPPORTUNITY TO WORK FOR ONE OF THE BEST PUBLIC MEDIA COMPANIES!**

American Public Television (APT) has a job opening for  
**Vice President Finance and Administration.**

**APT is the leading syndicator of content to U.S. public television stations.  
For more information and to apply: click here or go to <https://bit.ly/2VIYcjV>**



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## Watercooler Conversation: Recruiting Matters!

Wednesday, June 19, 2019, 3:00 pm ET

**PMBA Members-Only Event**

Recruiting qualified candidates for public radio and television can be challenging. From

navigating the current job market to sourcing and hiring qualified, diverse candidates, public radio and television stations are competing with commercial counterparts and private companies that can offer higher salaries and recruit more aggressively. What are your challenges? What issues do you struggle with? Join Susannah Arnim, HR specialist from Idaho Public Television; Victoria Hagele, HR and business manager from Capital Public Radio; and Carol Sorber, director of professional development from PBS, for an open and frank conversation about recruiting matters. [Register Now](#)

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## 10 Things an Emotionally Intelligent Leader Never Says to Their Employees

*Inc.*

The evolution of neuroscience has proven that words and tone immediately affect our brains and can trigger emotions, sometimes negatively. Whether or not you consider yourself an emotional person, your brain instantaneously responds to words and tone in very specific ways. This is true when you are being spoken to or when you engage in negative self-talk.

To maintain a culture that supports your vision, choose your words wisely. These 10 phrases are examples that may seem harmless enough but can demotivate employees and set the tone for a failing culture. [Read more](#)

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## Webinar: Leadership Transition: From Manager to Coach

Wednesday, July 24, 2019, 3:00 pm ET

**Free to PMBA Members**

There was a time in the not-too-distant past when leader and manager roles in an organization were separate and distinct. In today's fast-paced and even faster-changing business landscape, managers have transitioned to new roles as senior leaders and coaches, with the need to develop teams that support creative thinking and growth. As a senior leader, people look to you to assign tasks, define purpose, and support creative solutions. Today, you are called on to organize your staff to maximize effectiveness, develop talent and skills, and inspire results.

Join Joyce L'Heureux of Rhode Island Public Radio for an overview of the leadership skills that today's managers must cultivate to find success. [Register Now](#)

### CPEs

This event qualifies for 1 CPE. Full [CPE information](#) can be viewed on the website.

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## Industry Job Listings

Provided as a PMBA member service, the [industry job listings page](#) includes current industry job openings. New listings are being added regularly, so check out the page for the latest job openings.

If you would like to list a job opening, please [email PMBA](#) a link to the job posting, including closing date.

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## When Hiring Is Difficult, Shift to Retraining

*ASAE, The Center for Association Leadership*

While it isn't a quick fix, retraining your employees can have a positive impact on morale, engagement, and retention. If hiring new employees is proving to be too difficult, here are some steps to take to retrain your current ones. [Read more](#)

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## Share Your Company News

We'd like to share your company news with PMBA's members. If you have a story you'd like to share, please send it to [info@pmbaonline.org](mailto:info@pmbaonline.org).

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## Connect With PMBA Online

Follow PMBA on social media for the latest association and industry news. Just click the icons below to go to PMBA's newsfeeds and follow us.

