

# ANNA WALSH

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## SUMMARY

I'm a newsroom leader who's as comfortable organizing and analyzing data as I am collaborating on creative initiatives or crafting big-picture strategy.

## RELEVANT WORK EXPERIENCE

### DIRECTOR OF EDITORIAL OPERATIONS Texas Monthly

JANUARY 2022-PRESENT

I was promoted from managing editor to oversee workflows and deployment of resources across all editorial platforms: the print magazine, the website, podcasts, books, and more. I have some of the same responsibilities as my previous role, but I also develop strategy for multiplatform and cross-department projects, ensuring our initiatives are complementing, not competing with, one another.

- As part of overseeing the hiring for most of the department, reworked aspects of the hiring process, including introducing a "hiring hotline" option for potential applicants, to make it more inclusive and transparent
- Spearhead cross-department initiatives around editorial performance, including a four-month sprint exercise that resulted in an online section's page views increasing by 33 percent
- Project-manage major editorial projects, including a cookbook and a digital recipe-reorganization initiative
- Negotiate contract terms with freelance contributors and work with legal team to create and update contract forms as necessary
- Collaborate with deputy editor and deputy editor, digital, on management of all editorial staffers
- Work closely with cross-department leaders, including the marketing director and the senior vice presidents for audience and digital growth, to align budgets and priorities
- Revamped the budget tracking process to provide better monitoring and transparency
- Supervise fact-checking, copy editing, and editorial operations teams, including two managers

### MANAGING EDITOR Texas Monthly

SEPTEMBER 2019-JANUARY 2022

As managing editor, I primarily focused on the print magazine, crafting deadlines, managing its overall workflow, and triaging any production issues as they arose, though some of my duties, such as managing the internship program and the budget, spanned all editorial platforms.

- Ran the print workflow and production processes for an editorial staff of about 50
- Supervised seven direct reports, including the fact-checking and copy-editing departments
- Conceived of and implemented process improvements when needed
- Project-managed some of editorial's most ambitious products, including a Willie Nelson album ranking that was a National Magazine Award finalist
- Managed the freelance budget, the invoicing process, and editorial's reporting expenses
- Ran the editorial department's internship program and successfully advocated to change it to a paid program with increased mentorship, structure, and training

**MULTIPLATFORM EDITOR**  
**The Washington Post**

**SEPTEMBER 2016–SEPTEMBER 2019**

I copy edited and fact-checked for the Washington Post’s Opinions section.

- Copy edited, fact-checked, and wrote headlines for, on average, 4,000 words of content a day
- Communicated regularly with writers regarding fact-checking questions and edits
- Occasionally wrote and edited op-eds, including a major op-ed project that I pitched in which I compiled and edited 11 ideas across the political spectrum about climate change policy
- Filled in on occasion as editorial copy chief, which involved managing the prioritization of copy for 35–45 articles a day, reviewing others’ copy edits, and coordinating with assigning editors

**MANAGING EDITOR**  
**Baltimore City Paper**

**JUNE 2015–FEBRUARY 2016**

I oversaw the day-to-day-processes and long-term projects for the alt-weekly’s editorial staff of ten, while continuing to perform the duties of copy editor and eats and drinks editor.

- Implemented new organizational processes for the alt-weekly’s largest annual projects, including its “Best of Baltimore” issues, and communicated regularly with staffers to ensure projects were completed before their deadlines
- Restructured the invoicing system so contributors could be paid on a more timely basis
- Using the restructured system, analyzed the paper’s expenses and ensured it stayed under budget

**COPY EDITOR, EATS & DRINKS EDITOR**  
**Baltimore City Paper**

**JUNE 2014–FEBRUARY 2016**

In addition to being the alt-weekly’s sole copy editor for its print newspaper and blogs, I managed the Eats & Drinks section in the print paper.

- Copy edited all the print articles and blogs for Baltimore’s alternative weekly
- Managed freelancers and assigned and edited approximately three articles a week for the Eats & Drinks section
- Led the publication of EAT, a yearly magazine insert that had more than 400 restaurant listings
- Wrote articles on a variety of subjects, including food, books, classical music, theater, and news

**EDUCATION**

**CARNEGIE MELLON UNIVERSITY**  
B.A. in professional writing, minor in history

**MAY 2013**

**EXTRA CREDIT**

**ASME NEXT SENIOR MENTOR PROGRAM**

**APRIL 2023–PRESENT**

I serve as a volunteer mentor for an early-career magazine journalist.

**LEADERSHIP ACADEMY FOR WOMEN IN MEDIA**

**NOVEMBER 2021**

I was selected for this competitive, one-week training program, run by the Poynter Institute, for female managers in media who are within their first five years of formal leadership experience.