

From: Fagan, David
Sent: Tuesday, 28 August 2012 13:42
To: All editorial users
Subject: superdesk roles

All, As I have previously flagged, we will shortly reorganise our Brisbane operations to help achieve the goal of a single state newsroom, serving a true seven-day print and digital operation.

This will affect everybody but the first step in this process is the appointment of the editorial management team that will oversee operations from the date of our shift to a full seven-day operation. This is the so-called superdesk, a structure that will be mirrored across the metro mastheads. Today, I am delighted to announce the following appointments which include confirmation of Michael Crutcher, Scott Thompson and Belinda Newton in their existing roles, respectively, as editor of The Courier-Mail, The Sunday Mail and editor in chief of Quest.

I also announce the move of Steve Gibbons to a new position which will help in the substantial restructure and technology rollout we face over the next year. The editors each will have substantial roles on the superdesk and will be joined by the following: Deputy Editor, News Queensland : Steele Tallon, currently head of news for The Courier-Mail, will serve as joint deputy editor of both our newspapers. Steele, who developed many of his substantial skills as a journalist at Bowen Hills, will take on a new role and his position as joint deputy will help complete the integration of the two mastheads. He will act as editor in the absence of either Michael or Scott and, in particular, will put more focus into how we co-ordinate our offerings through the Saturday and Sunday newspapers, our two biggest selling.

Head of News, News Queensland : Chris Jones, currently digital managing editor, will take on this role answering to both editors. Chris will continue the work started by Steele in better planning our news offering both in print and through our digital products. We have already had some success with publication of major news packages across our publications and platforms and I believe Chris will continue to finesse this while offering the leadership our news teams need in this time of change. Like Steele, Chris has done most of his development at Bowen Hills, working in state and federal politics, business, the backbench, MX and digital where he delivered us the website of the year last year. Chris will also edit the newspapers as required.

Deputy head of News, News Queensland : Rosemary Odgers, currently a news director on The Courier-Mail will take on this role. Since moving from the newsroom to the newsdesk, Rosemary has demonstrated great skill as a newsroom leader and the strong judgement she will need to back up Chris in this demanding role. Head of Sport: Brian Burke will continue his leadership of our sports team, which has seamlessly pioneered the shift to seven-day operations. It will need to make further change to confront the significant challenges newspapers and their digital products face to give their sports primacy. I am confident Brian can achieve this.

Head of Vision: David Hele will expand his current role to be the Queensland head of vision with control over the pictorial resources of Bowen Hills, Quest and the Gold Coast. The restructure of pictorial has already commenced and David has been instrumental in shaping a model we have confidence in. He understands the demands of our customers and how to best organise our resources to keep getting great pictures.

Head of Digital: Neale Maynard, currently a homepage editor, will take on this role. "Rocky" is well regarded around the company for his can-do attitude and ability to think quickly and adapt to new technology. The restructure of digital has finessed our efforts but makes sharp judgment even more crucial. I'm confident Neale will provide this _ as he has done in every other role I have asked him to fill.

Head of community and regional content: Matt Oberhardt, currently night editor of The Courier-Mail, will take on this role on the superdesk. Matt has gracefully filled one of the hardest roles on any newspaper for the past three years, exercising strong judgment and unending patience with brittle reporters and fickle editors (me in particular). This role will be an important interface between our three regional operations, Quest and the continuous publishing needs of The Courier-Mail and Sunday Mail. It is the key to really unlocking the strength of the Queensland network to break news and own the news agenda and Matt will fill it ably.

Head of entertainment and lifestyle: Samantha Strutt will take on this new role which will see us put more focus into the differing entertainment and lifestyle needs of all of our products. This will be a new role and a new desk, initially serving the two mainsheets, their magazines and Brisbane News. It will require careful integration with the national entertainment and lifestyle pillars and a laser focus on what the varying readerships of our publications require. Ultimately, it will also spread to include deeper links with the Quest and regional publications but it's important we get it right first at Bowen Hills.

Network editor: Garry Ferris, currently deputy editor of The Sunday Mail, will take on this new role which will be mirrored across the News network. Garry will be the point of contact on our superdesk for the other metro mastheads and the national news network which is going to grow in size and output. Garry came here to edit MX via a stint in his home country (a name better not mentioned after Saturday's rugby result) but prior to that had extensive experience within News Limited at The Australian and The Daily Telegraph.

Steve Gibbons: After five years as deputy editor of The Courier-Mail, Steve has asked to take on a new role to assist in newsroom transformation. He will become executive editor with responsibility for rolling out the new editorial technology system in Bowen Hills and the changed work practices that will allow. He will also have responsibility for legal and associated matters on both newspapers and will assist in various projects _ among them the creation of a single magazine production hub and the creation of the single entertainment and lifestyle desk. He will also support Sue McVay in the mountain of work she is currently undertaking. I'd like to pay credit to Steve for his unstinting reliability as Michael's deputy and my deputy and (before that) managing editor and projects editor of The Courier-Mail. And not to forget his role as the founding editor of QWeekend while Christine Middap delivered a different project (who, like the magazine, is now of school age). We are lucky to have someone of his patience and skill to steer us through the travails of a new system rollout.

The above, are all familiar to most of you but the roles they take on will change in nature, as will all our roles over coming months. The combination is a powerful team which can meet pretty well any challenge but they will only succeed with your support and the support of each other. I encourage you to offer that. Next steps: Over the next week, the members of the superdesk will spend time refining their roles. In some cases, we will need to appoint deputies which will be announced separately. And we still have to name the News Editors who will directly manage the newsroom as well as the day editors and night editors who will be the link between the newspapers and News Central as it increases its role in production of our mastheads. .

By next week, I will be in a position to talk in depth about the full extent of the restructure and what this means to pretty well everyone. I have appreciated your patience to this point and

understand fully how trying change can be. But, as you are well aware, we are confronted by massive changes in circumstance that require us to finesse our products and how we go about making them. Great stories, told and illustrated superbly, remain at our core and this restructure is aimed entirely at maximising our ability to keep telling them.

Best wishes df