



The Bookends Review is currently seeking staff for the following positions:

- Creative Nonfiction Editor (1)
- Poetry Editor (1)
- Multimedia Editor (1) [Photography/Digital Art/Video/Music/Etc.]
- Features Editors (3)
 - Interviews (1)
 - Essays (1)
 - Book Recommendations (1)

Responsibilities:

Currently, *The Bookends Review* has two reading periods:

May 1st – August 31st

December 1st – January 31st

Voting: During these times, and once submissions are in the Submittable queue, editors are responsible for voting on submissions in their category. (Each piece should be voted on within a month of its submission.) Editors should vote by commenting with their name in parenthesis and a sentence or two to explain their decision. For example:

(Tyler) I didn't really feel engaged by this. To be honest, it was kind of boring, so I'm going to pass.

(Jessica) I really love the imagery here, and it's very moving. Yes.

Solicited Content – Editors should reach out as often as possible (on social media, creative arts circles, etc.) to generate outside submissions within your category. Afterward, any submission approved by the editor will then be voted on by either Jordan Blum or Spencer Hayes for final approval. If there isn't a unanimous decision at this point, a third editor will be asked to break the tie. Once we have our selections, you'll be asked to copyedit your pieces for the upcoming month.

Generated Content – All editors are encouraged (and, to some extent, expected) to generate original content for the site. While this won't include pieces of fiction or poetry, it can include just about anything else, such as interviews, essays, book recommendations, columns, and lists. For example, the fiction editor can contribute a list of the ten most influential stories he/she has read; the multimedia editor can write an essay on why music is art; and/or the poetry editor can write a preview on "The Five Poets Pushing Gender Equality in 2016." It's very open-ended, and any editor can contribute any idea he/she has (so you don't *have* to be the interviews or essay editor to offer an interview or essay. Rather, editors should stick to their areas only in terms of voting on and soliciting for them). At the least, we'd like all editors to contribute to a monthly post about what we're publishing that month, as well as what we're reading/writing/listening to/watching, etc. Sort of a "Welcome to the Month" kind of thing. Make sense?

We'll try to have a regular frequency for these; at the moment, we're planning to continue publishing solicited creative works every Monday and Friday, so we can publish interviews, essays, and book recommendations on Wednesdays. While editors have free reign to write what they want for their original contributions (after all, you're part of the team), Jordan Blum and/or Spencer Hayes reserve the right to look over all content and, if need be, discuss changes with you.

Compensation: At the moment, all editor positions are unpaid; however, we're doing all we can to grow as quickly and widely as possible (and with your help, we will), so if we ever reach a point at which we have a sufficient budget, we certainly plan to put some of it towards reimbursing everyone on staff for their hard work and dedication. For now, the incentives to join our journal include gaining valuable editing/writing experience and working as a part of a passionate team that plays a major role in bringing quality creative and critical works to readers all over the world. We've amassed a considerable following since forming in July 2012, with many daily views and over two hundred published artists to date; in addition, 2017 will mark our first appearance at AWP. In other words, we've come very far and see only bigger and better things in the future. That's where you come in 😊.

If you're interested in joining our team, please email info@thebookendsreview.com by **August 31st, 2016**. In the subject field, include your name and position(s) request(s), such as: Jordan Blum – Poetry and/or Book Recommendations Editor. Obviously, a brief yet informative introductory message should be in the body of the email. Also, please attach a 1-2 page CV (PDF or Word) of your qualifications (education, previous experiences, previous publications, if any, and the like).

We look forward to hearing from you, and thanks for your support and interest!

- Jordan Blum (founder & Editor-in-Chief)
- Spencer Hayes (founder & Managing Editor)