

COURTNEY KAN

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PROFESSIONAL SUMMARY

Award-winning senior editor with 15+ years of experience leading ambitious investigations and immersive visual-first storytelling in fast-paced newsrooms. Experienced in shaping complex topics into innovative, engaging and accessible high-impact journalism. Versatile editor known for aligning multidisciplinary teams early and shaping editorial strategy with a focus on storytelling approaches that serve the story and evolving audience needs.

EXPERIENCE

Senior Editor for Visuals, National

The Washington Post, Washington, D.C., July 2025–April 2026

- Edited 1-2 visually-driven breaking news and enterprise stories per week, with particular focus on immigration, regional news, extreme weather, education, race, affordability and religion coverage
- Led a desk of 45+ editors and reporters in adoption of innovative visual storytelling and experimentation with non-narrative story formats
- Shaped coverage priorities as part of National desk leadership team, integrating audience insights and visual strategy into editorial planning and story development
- Drove early creative collaboration and cross-functional alignment between National, photo, video, design, graphics, data and audio teams to elevate visual storytelling

Interim Manager, Newsroom Planning and Project Development

The Washington Post, Washington, D.C., July 2024–July 2025

- Managed a team of 5 editors overseeing the planning and execution of complex enterprise projects, investigations and news event coverage under tight deadlines
- Partnered with senior leadership to set editorial strategy, calendar and priorities, identifying high-impact coverage opportunities and guiding project development and coverage brainstorming
- Directed cross-functional collaboration between editorial and business teams to support audience growth and revenue-driving opportunities for major newsroom initiatives
- Led ongoing analysis of projects and narrative journalism, distilling workflows and performance data into actionable insights to inform future content, format and promotion strategies

Senior Projects Editor

The Washington Post, Washington, D.C., April 2022–July 2025

Projects Editor

The Washington Post, Washington, D.C., August 2020–April 2022

- Defined scope, content strategy and workflows to execute high-impact enterprise projects, investigations and news events, with a focus on shaping innovative visual- and user-centered storytelling approaches
- Managed cross-departmental teams of 40+ journalists from inception to post-publish
- Set visual direction for projects, maintaining consistency in design and visual storytelling across platforms, and edited visual journalists including designers, photographers, video journalists and data and graphics reporters
- Edited and oversaw storytelling across a range of formats including interactive graphics, immersive visual stories, podcasts, data-driven reporting, documentaries, and visual investigations

- Developed multi-platform distribution strategy, in collaboration with editorial, product and business teams, to expand audience reach, deepen engagement and drive subscriber growth for major projects
- Established and documented workflows, standards and best practices for major projects and tentpole coverage

Interactive Designer

The Washington Post, Washington, D.C., May 2016–August 2020

- Designed, art-directed and developed immersive digital storytelling projects, with a focus on the integration of text, visual reporting and multimedia elements
- Led development of high-engaging Apple News custom story pages, and refined design systems, editorial strategy and production workflows
- Project managed and designed long-term investigative coverage
- Designed Sunday front pages and special sections, maintaining high visual storytelling standards on deadline
- Contributed to visual identity and scalable design systems for interactive digital storytelling and print products, including front-end development support

Designer

The Arizona Republic / Gannett, Phoenix, AZ, June 2011–May 2016

- Designed News (Daily and Sunday A1) and Sports sections under daily and breaking news deadlines
- Brainstormed and conceptualized enterprise projects and special sections with senior newsroom editors
- Produced graphics, photo illustrations, maps and sidebars on deadline to support storytelling and presentation
- Selected for Gannett Talent Development Program, a highly competitive early-career program offering hands-on training, mentorship and professional development for journalists across print and broadcast

EDUCATION

University of California, Los Angeles

Bachelor of Arts, 2010

- Major: Communication Studies, Minor: Geography/Environmental Studies
- Art Director and Senior Staff, Daily Bruin

AWARDS

- Winner: Online Journalism Award, Innovation in Investigative Journalism ([Abused by the Badge, The Pegasus Project](#))
- Winner: Online Journalism Award, Digital Video Storytelling ([The Discord Leaks](#))
- First place: WHNPA Eyes of History, In-depth Digital Storytelling Package ([The 'perfect' predator](#))
- Winner: George Polk Award, Technology reporting ([The Pegasus Project](#))
- Winner: Overseas Press Club, Creative and Dynamic Digital Storytelling ([Africa's rising cities](#))
- Winner: Edward R. Murrow Award, Podcast ([Canary: The Washington Post Investigates](#))
- Winner: Pulitzer Prize, Explanatory reporting ([2°C: Beyond the Limit](#))
- Semifinalist: Goldsmith Prize for Investigative Reporting ([Abused by the Badge, The Discord Leaks](#))
- Nominee: News and Documentary Emmy, Long-form Investigative News Coverage ([The Discord Leaks](#))
- Finalist: duPont-Columbia Award ([Field Trip](#))
- Finalist: Online Journalism Award, Innovation in Investigative Journalism ([Memory Inc, Cartel RX](#))
- Finalist: Pulitzer Prize, Public Service ([Cartel RX, The Opioid Files](#))
- Finalist: Online Journalism Award, Innovation in Visual Digital Storytelling ([How to dress for space](#))
- Runner-up: Overseas Press Club, Creative and Dynamic Digital Storytelling ([Tracking the tiger butcher](#))