RNZ Position Description

Position Title: Senior Business and Economics Reporter
Location/Business Unit: News and Digital, Auckland
Reports to: Business Editor

Position Purpose:
You will be a self-starter, looking to explain the big stories in business and Economics. You will generate original stories, clear explanations of difficult business and economic issues and can turn your hand to helping the output of our top Business team. You will be able to delve beneath the headlines and succinctly explain the fuller picture to our audiences. We operate across many platforms but especially radio and digital, so you will hit the ground running on speaking to our audiences.

Key relationships
Business editor, Executive editor (Business/Sport/Rural), fellow team members; news, digital and programme staff.

Key Job Outcomes/Accountabilities:

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<thead>
<tr>
<th>Outcomes/Accountabilities required</th>
<th>Likely/expected actions contributing to achievement of outcomes</th>
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<tr>
<td>Content strategy:</td>
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<td>(1) RNZ will be a market leader for Economics and Business News.</td>
<td>(1) Much of your work will be in explaining the big stories of the day in Business and Economics across programmes and platforms. Creation of journalism which people can connect with.</td>
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<td>(2) Stories will be relevant, independent, comprehensive and impartial; they will resonate with both a Business audience and a General one.</td>
<td>(2) Work with the Business Editor to develop interesting, arresting ways to tell the big stories of the day.</td>
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<td>(3) Stories will reflect the impact an issue, investigation or event has on people.</td>
<td>(3) Research and write, voice stories. Write clear, sharply-angled copy and look for ways to explain, give perspective to an issue.</td>
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<td>(4) Stories will often explain a complex issue to audiences who may need guidance to understand it.</td>
<td>(4) Foster and maintain a widespread network of contacts to bring in and break news stories in Economics and Business.</td>
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<td>(5) Original stories once broken, will be actively pursued to extract full value.</td>
<td>(5) Provide audio material to a high standard as required for all outlets, using relevant and up-to-date voice, editing and production skills.</td>
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<td>(6) RNZ audiences will be able to access good Business and Economics journalism across many platforms, with special focus on key areas like Morning Report, Checkpoint, Digital.</td>
<td>(6) Be responsible for developing our story-telling across both radio and digital, using the inherent strengths of each platform to engage audiences.</td>
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<td>(7) Audiences enjoy the journalism; growth is achieved as a result and the work is recognised for its quality and ability to engage with people.</td>
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<td><strong>Content strategy:</strong></td>
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<td>(7) Maintain a multi-media focus, liaising with the digital news team and working as required on multi-media stories, including the use of the written word, audio, photographs, video, graphics, links, user-generated-content and social media, where appropriate.</td>
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<td>(8) Help plan and develop in-depth story-telling which resonates with audiences.</td>
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<td>(9) Take personal responsibility for ensuring content meets appropriate RNZ standards;</td>
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<td>(10) Model a collegial and constructive approach that reinforces an ‘audience first’ focus and encourages team work.</td>
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<td><strong>Relationship management:</strong></td>
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<td>(1) Work with the Business Editor to ensure top quality business and Economics stories and backgrounders.</td>
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<td>(2) Key relationships with colleagues are maintained.</td>
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<td>(3) You work actively to promote Business and Economics stories across key programmes and platforms.</td>
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<td>(4) To model at all times a collaborative approach</td>
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<td><strong>Relationship management:</strong></td>
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<td>(1) Maintain good contacts with top Business and Economics experts. You should be one of the people they want to speak to.</td>
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<td>(2) Promote a collaborative working approach with staff.</td>
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**Reporting Responsibilities**

- Research and write stories on news topics relevant to areas of responsibility, as well as general news.
- Write clear, sharply-angled copy.\(^1\)
- Update new directions and story developments / follow-ups, as required.
- Foster and maintain a widespread network of contacts to bring in and break news stories.
- Provide audio material as required for all outlets, using relevant and up-to-date voice, editing and production skills.
- Provide programme outlets with advice, interviews, live input and back-grounding, as required.
- Provide suitable online content (copy, audio and visuals).
- Be responsible for developing our story-telling across both radio and digital, using the inherent strengths of each platform to engage audiences.
- Maintain a multi-media focus, liaising with the digital news team and working as required on multi-media stories, including the use of the written word, audio, photographs, video, graphics, links, user-generated-content and social media, eg Twitter where appropriate.

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\(^1\) All copy and content must meet company standards of accuracy, balance and credibility and be in line with the Radio New Zealand’s Editorial Policies, standards and style guide.
• Accomplish high quality work within deadlines and according to RNZ editorial policy and standards.
  Develop and maintain strong relationships with newsroom staff, and work collaboratively with the team.
• Collaborate and maintain effective liaison with other parts of RNZ.
• Ensure any and all public representation maintains RNZ's reputation as independent, impartial and balanced.
• Undertake training and development, as directed.
• Undertake production duties as required.
• Other tasks and assignments as may be required from time to time.
• Shift work, as required

Additional responsibilities

• Deputise for Bureau Chief, as required.
• Contribute to the development of the style guide and editorial policy.
• Contribute significantly to professional development of less experienced Journalists
• Role model Radio New Zealand’s Organisational Behavioural Competencies
PERSON SPECIFICATION and COMPETENCIES

Qualifications:
- Appropriate qualifications in journalism.

Knowledge & experience:
- Extensive Business and Economics knowledge.
- Knowledge and experience in Business and Economics journalism.
- An understanding of RNZ programming and Charter objectives.
- Significant experience as a senior journalist and knowledge of optimising use of multiple platforms to deliver stories.
- Strong radio skills – including sub-editing and presentation.

Ideal experience and personal skills
- Proven achievement and credibility as a journalist who sets and achieves high professional standards.
- Expertise in breaking stories and telling them in-depth.
- Apply an understanding of the business sector in NZ and appreciate key market, consumer and technological trends;

Skills
- Advanced live-to-air skills and live question and answer skills
- Ability to produce first-class packaging including audio, sound (colour) and voice
- Leadership skills (refer following Radio New Zealand Organisational Competencies)
- Planning and organisational skills sufficient to deputise for Bureau Chief
- Ability to effectively coach others to develop their journalistic and broadcasting craft and news judgement
- Well-developed News sense.
- Ability to apply advanced knowledge of media law and its practical application and of broadcasting standards
COMPETENCIES

Leadership and Teamwork
- Helps make all team relationships work
- Works in a consultative and positive manner
- Manages disagreement in a constructive way, avoiding unpleasant confrontations
- Explains their reasoning so others can understand
- Accepts differences and looks for the positive

Strategic Capability
- Approaches each situation with a clear perception of limits and actual conditions in the context of their job and the organisation
- Makes connections between issues and allows flexibility in solutions
- Fulfils objectives communicated from the business plan
- Thinks creatively

Managing Self
- Adjusts rapidly to new situations
- Recognises responsibility for self-care in relation to health and safety and wellbeing
- Seeks, listens to and responds to feedback
- Balances different job responsibilities according to priorities, making progress in all areas
- Seeks help in a timely way
- Is accountable for their role and responsibilities
- Can be relied on
- Develops knowledge with sufficient depth for appropriate problem solving
- Applies intellect in a rigorous way
- Shows prudence and perspective in forming judgements, and flexibility in designing solutions
- Acts ethically

Outcome Driven
- Keeps current in specialist or technical areas
- Thinks laterally
- Is energetic, enthusiastic and positive about achieving goals and resolving issues within cost constraints
- Displays a high level of initiative, effort and commitment to Radio New Zealand and its Charter
- Continuously improves services
- Ensures that projects are completed in a timely manner and within budget

Management
- Encourages attitudes that support Radio New Zealand
- Holds and promotes an organisation-wide view
- Learns about parts of the organisation beyond own work experience
- Is positive towards change, wanting to build something new and better
- Uses efficient and cost-effective approaches

Building Relationships
- Demonstrates relationship building and communication skills
- Enlists the support of others to achieve Radio New Zealand’s goals
- Can enter into intense discussion without personalising issues
- Is respectful in all forms of communication
- Moves from their own position if the weight of evidence is against it
- Represents the organisation positively and effectively
- Establishes and maintains positive working relationships with internal business units
- Achieves the group’s objectives
- Takes account of circumstances when communicating with others