

## Position Description

# Investigative Journalist

<b>Date</b>	August 2020
<b>Location/Business Unit</b>	Digital Team
<b>Reporting to</b>	Executive Editor, Long-form Journalism
<b>Key relationships</b>	Executive Editor, Long-form Journalism, In Depth team members, News and Digital staff, programme makers.
<b>Type of role</b>	Permanent, Full time

## The Role / Position Purpose

To break stories and examine issues and events of national significance and to obtain exclusive, high-profile interviews related to the news agenda.

Your work will help ensure RNZ is known for its agenda-setting coverage across platforms.

## Position Accountabilities – what you're responsible for

**Contribute to growing RNZ's reputation as a leader in original, compelling, trust-worthy investigative and in-depth reporting by:**

- Finding, researching and producing important, well-told, compelling stories, across platforms, sometimes in the genre of news and other times as long-form journalism
- Making stories relevant, independent, comprehensive, impartial and balanced in terms of exposure to risks eg: legal proceedings
- Ensuring your work reflects the impact an issue or event has on people, with their voices coming through in the stories you tell
- Actively pursuing stories after you've broken them, to extract their full value
- Sharing your skills with the long form team and others at RNZ to help grow data journalism
- Ensuring content meets appropriate RNZ standards

**Contribute to growing new, more diverse audiences for RNZ by:**

- Seeking Māori perspectives when researching stories
- Covering a diverse range of stories from diverse communities
- Working with your manager to present work in the medium/s and on the platform/s most likely to reach new audiences

**Model good relationships by maintaining positive and productive relationships within RNZ and outside the organisation by:**

- Maintaining an honest and open 'no surprises' status with your manager on story-focused developments
- Providing feedback to your manager of what's working or not working, while avoiding knee-jerk reactions

- Ensuring your manager understands story development time frames and, if necessary, competing priorities
- Modelling a collaborative working approach with other team members and staff across RNZ
- Maintaining external contacts that optimise RNZ strategy, and conducting relationships with these contacts in ways that fit with RNZ standards
- Addressing difficulties as they arise, rather than avoiding difficult conversations

### Organisational

- Be aware and adhere to RNZ's Editorial Policy standards
- Contribute to the overall effectiveness of RNZ
- Participate in promotions or awards which help promote RNZ's image and profile
- Observe statutory requirements and RNZ policies and frameworks
- Actively participate in and contribute to the development and achievement of own performance targets and the review of work priorities to achieve the organisation's goals and objectives
- Act in a manner consistent with Equal Employment Opportunities principles and practices

### Health and Safety

- Take responsibility for own health and safety and that of others
- Participate in any safety meetings etc. as required by RNZ
- Comply with the Health & Safety policies and guidelines and complete responsibilities relating to the Health & Safety Business Plan

### Emergency Management / Lifeline Utility Role

- To maintain broadcast continuity in an emergency, you may be required to carry out other duties suited to your skills and experience. This may involve you being temporarily relocated to another RNZ site if required, usually in a major city

## Candidate Profile / Person Specification

<b>Education/Qualifications</b>	<ul style="list-style-type: none"> <li>• An appropriate qualification in journalism</li> <li>• Obtain and maintain an RNZ on-air pass</li> </ul>
<b>Knowledge, experience and skills</b>	<ul style="list-style-type: none"> <li>• Significant track record as a journalist of breaking important stories and obtaining exclusive interviews, that have been sought-after by other media</li> <li>• Experience in broadcast interviewing and storytelling</li> <li>• Experience in news and long form writing</li> <li>• An understanding of RNZ's charter objectives</li> </ul>
<b>Ideal Experience &amp; Personal Skills</b>	<ul style="list-style-type: none"> <li>• Proven achievement and credibility as a journalist who sets and achieves high professional standards</li> <li>• Proven experience of cultivating contacts</li> <li>• Expertise in breaking stories and telling them in an in-depth way</li> <li>• Broadcast interviewing skills</li> <li>• Experience obtaining and interpreting documents and data e.g. financial records, databases, indexes etc.</li> </ul>

	<ul style="list-style-type: none"> <li>• A comprehensive knowledge of national and international news sources and a sound understanding of broadcasting standards and journalism ethics</li> <li>• An understanding of the context for and role of a public service broadcaster</li> <li>• Knowledge of media law and its practical application.</li> <li>• The willingness to understand and promote the value of diversity, including obligations under the Treaty of Waitangi</li> <li>• Effective in managing own time</li> <li>• Ability to think flexibly and creatively</li> <li>• Willingness to be open and transparent e.g.: disclose mistakes, act ethically and engage in professional and personal development including seeking and acting on constructive feedback</li> </ul>
<p><b>Ideal Experience &amp; Social Skills</b></p>	<p>Team and collaboration skills in:</p> <ul style="list-style-type: none"> <li>• Contributing to building loyalty, commitment trust and pride</li> <li>• Participating in creating a respectful work environment fostering innovation and fun,</li> <li>• Modelling collaboration with others outside the group</li> <li>• Sharing skills with others</li> <li>• Participating in team development, including willingness to give and receive feedback and acting on feedback designed to improve your performance or contribution to the team.</li> </ul> <p>Clear, respectful and timely communication when:</p> <ul style="list-style-type: none"> <li>• Resolving complaints or concerns about your work or the team's performance</li> <li>• implementing change that improves quality and productivity</li> <li>• Responding to staff or colleague suggestions</li> <li>• All written material is organised and convincing</li> </ul> <p>Building and maintaining effective relationships including:</p> <ul style="list-style-type: none"> <li>• Representing the organisation positively and effectively</li> <li>• Encouraging a free exchange of ideas.</li> </ul>

### **Personal Attributes / Competencies (definitions available on request)**

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| <ul style="list-style-type: none"> <li>• Leadership and Teamwork</li> <li>• Strategic Capability</li> <li>• Managing Self</li> <li>• Outcome Driven</li> </ul> | <ul style="list-style-type: none"> <li>• Management</li> <li>• Building and Maintaining Relationships</li> </ul> |
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