

Position Description

Long Form Journalist – te ao Māori

Date	August 2020
Location/Business Unit	Digital Team
Reporting to	Executive Editor, Long-form Journalism
Key relationships	Executive Editor, Long-form Journalism, In Depth team members, Māori News team, Kurahautū Māori - RNZ Māori Strategy Manager, News and Digital staff.
Type of role	Permanent, Full time

The Role / Position Purpose

To generate original, compelling, beautifully-crafted in-depth journalism that breaks stories, examines issues and/or entertains.

These stories will often be about Māori and/or for a Māori audience. They will be told in the style, medium/s and on the platform/s that best suits the individual story and is best positioned to reach a Māori audience.

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
- Ensuring content meets appropriate RNZ standards

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

- Finding and producing compelling stories about te ao Māori
- Working with your manager to present work in the medium/s and on the platform/s most likely to reach new audiences
- Sharing your knowledge of tikanga, te reo and te ao Māori with other members of the In Depth team

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

Education/Qualifications	<ul style="list-style-type: none"> • An appropriate qualification in journalism • Obtain and maintain an RNZ on-air pass
Knowledge, experience and skills	<ul style="list-style-type: none"> • At least one year's experience working as a journalist. • Knowledge of tikanga, te ao Māori and te reo Māori. • Experience making and working with contacts in te ao Māori • Experience or keen interest in writing. • An understanding of RNZ's charter objectives
Ideal Experience & Personal Skills	<ul style="list-style-type: none"> • Junior-intermediate level experience as a news or long form journalist • Experience of cultivating contacts, particularly in te ao Māori • Knowledge of national news sources and a sound understanding of broadcasting standards and journalism ethics

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

Personal Attributes / Competencies (definitions available on request)

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