RNZ

Editorial Graphic Designer

Job Description

Date	May 2022
Location / Business Unit	Auckland, In-Depth
Reporting to	Executive Editor, Longform Journalism
Position Type	Full-time, Permanent

The role / position purpose

The Editorial Graphic Designer delivers high quality and highly effective design services to In Depth, and other teams from the Content and News units, giving RNZ journalism more impact across RNZ's digital platforms.

You will work closely with journalists to develop original and engaging visuals for their stories, including long form articles, visualisations, social graphics, motion graphics and news graphics. You will also contribute to RNZ's broader design practise, participating in our cross-organisation design processes and helping grow and improve our brand and visual style.

You will work most closely with our key digital editorial teams: In Depth, Social, Web News and Podcasts but will also provide design services to News as required.

Position accountabilities – what you're responsible for

- Create and produce highly accessible, adaptable and resilient designs that reflect the values of RNZ and the diversity of our audience.
- Create compelling digital storytelling, including Shorthand layouts, interactives, and data visualisations.
- Work closely with journalists, visual journalists, other designers and developers to deliver compelling visual stories across digital platforms.

- Design distinctive and engaging identities for non-news RNZ content such as podcast series.
- Participate in RNZ news processes, identifying opportunities to add value to reporting through strong visual media and planning proactively for major events.
- Maintain close working relationships with key editorial leaders and the teams to be able to respond quickly and effectively to changing priorities and demands.
- Contribute to the ongoing application and evolution of the RNZ brand and identity in our content, including guidelines, templates and other documentation for journalists and content staff.
- Collaborate with the design and product teams to understand design problems, platform constraints and opportunities and possible solutions to achieve the highest standards and outcomes in the application of design.
- Actively participate in design briefing, prioritisation and workflow processes, as well as longer term planning processes.
- Champion the design discipline within RNZ as a component of delivering RNZ's charter, strategy and goals, modelling a collegial and constructive approach that reinforces an 'audience first' focus.

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

Organisational

- Be aware of and adhere to RNZ's Policies, including the Editorial Policy, Social Media Policy, Dignity at Work Policy and Code of Conduct
- 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
- Promote understanding of cultural diversity and seek appropriate ways to increase this within area of responsibility and RNZ as a whole
- Other tasks and assignments as may be required from time to time

Candidate profile / person specification

Qualifications	• A relevant or tertiary qualification or equivalent experience is required.
Knowledge, Experience & Skills	• 2+ years' experience working on digital graphic design projects that serve large, diverse audiences.

	• Sound, user-focused design judgement that is supported by a good understanding of the application of graphic design principles in a digital context. • Expertise with contemporary graphic and digital design tools, techniques and processes (Adobe Creative Suite, Figma etc). • Understanding of inclusive and accessible design. • Experience leading the design discovery and concept development phases of the design process. • Good personal design discipline, particularly documentation, organisation and archiving. • Ability to present, describe, discuss and debate design decisions with designers and non-designers alike. • Experience in editorial design with complex — sometimes competing — stakeholder and user needs and priorities. • Experience collaborating directly with journalists or other content creators to establish design briefs, seek feedback and review. • Experience working with established brand, identity and product design systems including maintaining and extending them. **Desirable Knowledge & Experience:** • Knowledge of the possibilities and limitations of popular social and digital platforms. • Experience executing editorial designs in HTML/CSS/JS (RNZ primarily uses Shorthand for this) • Experience styling visualisations created in tools such as Flourish • Proactive in contributing to and developing design practise including introducing new tools and processes.

Personal Attributes	• Highly flexible and adaptable individual, aware that there is no 'one solution' to any problem and able to balance the diverse needs of the user, the team, the business and prioritise accordingly.
	• Proven achievement and credibility as a designer who sets and achieves high professional standards.
	• Comfortable working across multiple teams, prioritising and contributing accordingly.
	• Positive and constructive team-player that always seeks to improve rather than blame
	• Interested in meeting editorial, audience and user needs rather than religiously advocating for a given approach or system.
	• A strong interest in collaboration and knowledge exchange including mentoring of and mentorship from others.
	• The proven ability to:
	    o persist in achieving results by effectively managing own time, overcoming obstacles and or tolerating ambiguity
	    o apply an understanding of the media sector in NZ and appreciate key market, consumer and technological trends
	    o maintain own health, safety, welfare to ensure optimum resilience and performance in difficult situations or under stress.
	• The willingness to be open and transparent e.g. disclose mistakes, act ethically, seeking and acting on constructive feedback.

	• Building and maintaining effective relationships including:
	     o encouraging a free exchange of ideas
	     o representing the organisation positively and effectively.
	• Able to apply all legislative requirements, regulations, policies and procedures related to area of responsibility and specialised expertise.
	• The willingness to understand and promote the value of diversity, including obligations under the Treaty of Waitangi.

Competencies (full description available on request)

- Leadership and Teamwork
- Strategic Capability
- Managing Self
- Outcome Driven
- Management
- Building Relationships