

## Māori News Director

# Job Description

<b>Date</b>	June 2022
<b>Location / Business Unit</b>	Auckland or Wellington
<b>Reporting to</b>	Kurahautū Māori/News Director
<b>Direct Reports / Functional Relationships</b>	Te Manu Korihi reporters, in Auckland and Wellington
<b>Position Type</b>	Permanent, Full time

## Te Tūranga - About the Role

To provide active leadership and editorial direction to reporting staff; break original multimedia stories on all platforms; deliver immediate analysis on issues affecting Māori; provide daily and weekly planning updates; ensure TMK content reaches audiences in a timely and accurate fashion; display excellent people skills and ability to use influence to get the best outcomes. Help develop RNZ's Māori Strategy.

## Te Mahi - About the job

### Position Responsibilities:

- Senior level news reporter skills
- In-depth knowledge of Te Ao Māori
- Strong grasp of Te Reo Māori me ngā tikanga
- Drive and champion the generation of original news stories on Māori issues online and on-air
- Provide in-depth reporting, ensuring the accuracy and integrity of all sources, meeting deadlines and quality standards
- Develop and break your own and your team's stories regularly and consistently
- Be the main communication point between the day and night editors and the Planning Editor, and provide and develop TMK story ideas at the weekly planning meetings
- Attend all daily and weekly news editorial meetings, and provide email updates ahead of each
- Advise programmes and reporters on Māori issues and ensure significant stories are covered by the programmes, bulletins and the website

- Coordinate the TMK forward planning calendar and assign TMK reporter's stories
- Build and maintain a widespread network of contacts throughout a range of Māori communities
- Anticipate significant events and provide informed commentary and analysis as they occur
- Ensure content requirements are met by ensuring prompt and regular filing of multimedia stories and updates for all platforms

#### **News Management:**

- Identify, assign and manage key stories throughout the day in liaison with the news director, day and night editors, programme editors, bulletin and homepage editors
- Direct, guide, and support reporters
- Participate in editorial meetings, providing input into decision-making through such meetings and any appropriate alternative forums
- Staff Management
- Help recruit, manage, lead, train and develop the assigned group of reporters
- Help train/mentor the Henare te Ua Māori Journalism intern.
- Provide the assigned group of reporters with on-going mentoring, role counselling, coaching and learning opportunities, providing regular feedback both informally and formally using the RNZ performance review system
- Maintain appropriate communication systems for the effective flow of information among staff
- Build effective relationships among the assigned group of reporters
- Ensure that the assigned group of reporters have clear understanding of objectives and accountabilities aimed at maximising the effectiveness of the team's functions
- Ensure that the assigned group of reporters are familiar with and apply RNZ's Editorial Policies

#### **General:**

- Ensure any and all public representation maintains RNZ's reputation as independent, impartial and balanced
- Collaborate and maintain effective liaison with other parts of RNZ
- Other tasks and assignments as may be required from time to time
- Undertake training and development as directed

#### **Management:**

- Role model RNZ Organisational Behavioural Competencies

#### **Health and Safety:**

- Take responsibility for own health and safety and that of others/
- Participate in any safety meetings as required by RNZ/
- Comply with health and safety policies and guidelines and complete responsibilities relating to the health and 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:**

- Adhere to RNZ Editorial Policy standards
- Contribute to the overall effectiveness of RNZ
- Display a high level of initiative, effort, and commitment to RNZ as it seeks to achieve the aims of the Charter
- Observe statutory requirements and RNZ policies

- 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

## Ōu Pūkenga - About You

<p><b>Qualifications</b></p>	<ul style="list-style-type: none"> <li>• A tertiary qualification in journalism or equivalent is essential</li> <li>• A sound understanding of te reo Māori and tikanga</li> <li>• In-depth knowledge of New Zealand’s political scene</li> <li>• A presentation on-air pass at RNZ audition, demonstrating mature vocal delivery with clear speech, good articulation with the ability to engage the audience with maturity, warmth, personality and humour, superior interviewing, good pronunciation skills in other languages.</li> </ul>
<p><b>Knowledge &amp; Experience</b></p>	<ul style="list-style-type: none"> <li>• Significant reporting experience at a senior level</li> <li>• Proven news-gathering and story-breaking ability and editorial judgment</li> <li>• Extensive interviewing experience, preferably in radio broadcasting</li> <li>• Full knowledge of media law and RNZ editorial policies, including standards</li> <li>• Experience in the supervision/management of people</li> <li>• Understanding of RNZ Charter and its implementation through programmes and services (may be gained after appointment)</li> <li>• Extensive knowledge and understanding of Māori issues and their importance to New Zealand</li> <li>• Deep understanding and significant experience of Māori culture</li> <li>• In-depth knowledge of issues affecting Māori, Te Tiriti o Waitangi and the individuals who have significant roles in and influence on such issues</li> </ul>
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• Strong interpersonal and communication skills in te reo Māori and English.</li> <li>• Able to establish good contacts</li> <li>• Able to articulate and explain complex issues in an interesting and understandable way.</li> <li>• Well-developed analytical skills</li> <li>• Broadcast quality voice, advanced live-to-air skills, including live crosses with presenters.</li> </ul>

	<ul style="list-style-type: none"> <li>• Strong understanding of radio craft including the use of audio produce first-class packaging including audio, sound (colour) and voice</li> <li>• Effective contact work with cultural and other community groups</li> <li>• Quick and accurate keyboard skills</li> <li>• Able to work both long hours if required and under pressure.</li> </ul>
<p><b>Competencies</b></p>	<p><b>Leadership and Teamwork</b></p> <ul style="list-style-type: none"> <li>• Ensures all people can work together cooperatively, respectfully and effectively</li> <li>• Motivates and excites people and releases their energies</li> <li>• Encourages and makes use of creativity and innovation</li> <li>• Creates an environment where people can have fun</li> <li>• Fosters commitment, team spirit, pride, trust, and organisational identity</li> <li>• Takes action to sort out dynamics and interactions between people and relationships. Is committed to increasing their own skills in this area</li> <li>• Acts as a role model for others, listening and showing consideration for other viewpoints</li> <li>• Understands and promotes the value of diversity, including obligations under Te Tiriti o Waitangi</li> </ul> <p><b>Strategic Capability</b></p> <ul style="list-style-type: none"> <li>• Anticipates needed capabilities, relationships, skills and staffing needs</li> <li>• Thinks through the way issues will affect different parts of the organisation</li> <li>• Displays knowledge of where they and the organisation are going</li> <li>• Embraces the vision and incorporates strategic thinking into all activities</li> <li>• Improves services to stakeholders (audiences, internal clients, the Board, shareholders, Government and regulatory authorities, purchasers of products and services, and the general public), as appropriate</li> <li>• Considers current and future stakeholder needs</li> <li>• Understands and uses with integrity internal and external politics</li> </ul> <p><b>Managing Self</b></p> <ul style="list-style-type: none"> <li>• Tolerates ambiguity</li> <li>• Recovers quickly from setbacks, maintaining own health and safety and wellbeing</li> <li>• Is committed to the organisation even in difficult circumstances</li> <li>• Seeks, listens to and responds to feedback</li> </ul>

- Manages time effectively
- Discloses mistakes and areas of lesser strength
- Personally effective, balances several tasks at once and requires high performance from those around them
- Is accountable for the role and responsibilities
- Presents clear, comprehensive views of complex issues
- Acts ethically

#### **Outcome Driven**

- Extends own and others' understanding beyond what is expected
- Is inclusive
- Distinguishes between relevant and irrelevant information
- Demonstrates a strong sense of what's important and an intuitive grasp of the big picture
- Anticipates issues, has regard to the impact and implications of decisions
- Uses good judgement
- Makes things happen and expects the same of others, holds self and others accountable for achieving delivery standards, roles and responsibilities
- Measures attainment of outcomes

#### **Personal Attributes**

- Ability and commitment to providing consistently high quality coverage including under pressure, and to work quickly and effectively to radio deadlines
- High degree of energy, enthusiasm, self-motivation and self-discipline.
- Demonstrated leadership ability
- Collaborative team player
- Recognition of the value of cultural and community diversity.
- Quickly adapts to need for change, is flexible in approach, responding quickly and positively on professional matters
- Comfortable exercising sound judgement on matters of conflicting interest, ensuring editorial independence while acknowledging personal connections
- Innovative skills

# Te Ahurea - Our Culture

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## RNZ Attitudes

RNZ Attitudes are all about how we work. These attitudes are how we demonstrate our culture through our everyday actions, behaviour and decisions. They drive how we do things, what we value and what's expected of us. They exist so that RNZ is a culture for everyone to enjoy and flourish in.



We're bold and think big. We find a way to make things happen. We learn best by doing. We believe that trying and failing is better than not trying at all.



We deal with problems or new tasks with energy and creativity. We try new things, we evolve and we move fast.



We encourage people to flourish. we extend love and compassion to others and nurture relationships. We have collective strength and cherish individuality.

## Leadership Expectations

The Leadership Expectations outline what we expect our leaders to do. We have determined three critical capabilities that we need to focus on:

- Understand & Develop Self and Others
- Execute Strategy
- Lead Change & Uncertainty

At RNZ, we are all leaders in driving our culture and performance against our strategy.

 <p><b>I understand and develop myself and others</b></p>	 <p><b>I execute our strategy, with and through others</b></p>	 <p><b>I embrace and lead change</b></p>
<ul style="list-style-type: none"><li>• Understand my own development areas and actively work on them</li><li>• Create development plans for all my people</li><li>• Support your people to grow and develop by having regular and meaningful conversations</li><li>• Coach others and give feedback</li><li>• Have courageous conversations</li><li>• Lead with emotional intelligence</li></ul>	<ul style="list-style-type: none"><li>• Understand and communicate RNZ's strategic goals</li><li>• Create line of sight and set aligned team vision and goals</li><li>• Make decisions and empower my team to make decisions</li><li>• Operate with our target audience in mind</li><li>• Work collaboratively to achieve goals and resolve conflict</li></ul>	<ul style="list-style-type: none"><li>• Champion culture by role modelling the RNZ attitudes</li><li>• Understand and champion the case for change</li><li>• Communicate with others and bring people on the journey</li><li>• Support your people through change – building resilience and wellbeing of your teams</li><li>• Empower your people to try things, adapt and innovate</li><li>• Hold people to account</li><li>• Lead with a growth mindset</li></ul>