

Journalist

# Job Description

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<b>Date</b>	September 2024
<b>Location / Business Unit</b>	Auckland, News
<b>Reporting to</b>	Auckland Bureau Chief
<b>Position Type</b>	Fixed-Term, Full time

## Te Tūranga - About the Role

To carry out research and interviews to gather news information and to write, edit and voice news items and extended pieces on air and online.

As an independent and commercial-free public service broadcaster, RNZ's purpose is to serve the public interest.

## Te Mahi - About the job (Core Journalist responsibilities – Bands C, D & E)

- Break news, and regularly contribute ideas for original, investigative and enterprise stories.
- Report live on air and online on breaking news, running stories, and both from the RNZ bureau and from the field.
- Research and write stories on news topics relevant to areas of responsibility or round, as well as general news.
- Contribute daily, weekly and longer term to our planning process, adhering to deadlines, guidelines and formats.
- Write clear, sharply-angled news copy, and more detailed background, feature and analysis copy as necessary.
- 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 and visual material as required for all platforms, using relevant and up-to-date audio and visual editing and production skills.
- Provide digital, programmes, bulletins and the social media team with coverage updates, copy, audio, visuals, interviews, live input, back-ground and feature material as required.
- Take responsibility for developing stories across both radio and digital, using the inherent strengths of each platform to engage audiences.
- 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, and across other parts of RNZ.
- Ensure any and all public representation maintains RNZ's reputation as independent, impartial, balanced and free of opinion.
- 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.

### **Responsibilities at Band C**

Journalists in Band C are expected to carry out all the above Core Journalist responsibilities but are likely to require a significant degree of supervision and guidance with at least some of these responsibilities.

### **Additional responsibilities at Band D**

- Bring an increased number of breaking, original, investigative and enterprise stories to RNZ.
- Contribute to professional development of less experienced Journalists (Band C), by providing guidance and advice.

*Journalists in Band D are expected to carry out all the above Core Journalist responsibilities. They may still require a degree of supervision and guidance with some responsibilities.*

### **Additional responsibilities at Band E (Senior)**

- Bring an increased number of breaking, original, investigative and enterprise stories to RNZ.
- Contribute to the development of improved processes to enhance our original, investigative and enterprise story-telling, planning, communication, collaboration and adherence to RNZ values in terms of attitude, behaviour and treatment of colleagues
- Contribute to the development of the RNZ style guide and editorial policy.
- Contribute significantly to professional development of less experienced Journalists (Bands C & D), by providing guidance and advice (Senior is expected to have more advanced coaching skills)
- Deputise for Bureau Chief, as required.
- Role model RNZ's Organisational Behavioural Competencies.

*Senior Journalists will display a level of news judgement, and professional competency that requires minimal guidance from Bureau Chiefs and Editors. The role modelling of RNZ' attitudes becomes critical with seniority.*

### **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.

- Participate in promotions or awards which help promote RNZ’s image and profile.
- 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>• Tertiary journalism qualification or equivalent experience</li> <li>• Current valid drivers’ licence essential</li> <li>• Gain at least a General on-air pass at RNZ audition: clear vocal delivery with non-distracting speech, good interpretive skills and adequate interviewing skills, good English, Māori and Pacific Island language pronunciation skills</li> </ul>
<p><b>Knowledge &amp; Experience</b></p>	<ul style="list-style-type: none"> <li>• Knowledge of and interest in New Zealand news and current affairs</li> <li>• Understanding of the role of a public services broadcaster including the requirement for impartial and balanced reporting.</li> <li>• Knowledge of media law and its practical application and of broadcasting standards (ability to apply advanced and reliable knowledge at Band E)</li> <li>• Good news sense (developing news sense at Band C through to well developed at Band E)</li> <li>• Strong demonstrated initiative in news gathering and processing</li> <li>• Experience with digital media and preparing online content is desirable</li> <li>• Reporting experience in a media environment (significant reporting experience and editorial judgment to a level sufficient for senior rounds work at Band E)</li> <li>• Able to read and write phonetics, or development towards preferred</li> </ul>
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• Strong interpersonal and communication skills</li> <li>• Able to establish, develop and maintain good contacts</li> <li>• Able to develop effective working relationships with a news team, other colleagues and external parties.</li> <li>• Effective networking with cultural and other community groups</li> <li>• News gathering / research skills</li> <li>• Well-developed analytical skills</li> <li>• Story initiation skills</li> <li>• Ability to identify, develop and complete most story assignments to specified level (*)</li> <li>• High level of initiative, originality, writing, processing and on-air skills (*)</li> <li>• Audio recording, editing and production techniques</li> <li>• The ability to produce high quality, engaging and creative written and visual content for our digital platforms</li> <li>• Web publishing skills desirable</li> <li>• Typing/computer skills, as required</li> </ul> <p>(*) <i>Journalists, Band C, would expect to be developing these abilities, with a level of supervision.</i>  <i>Journalists, Band D, would be expected to be largely independent.</i>  <i>Journalists, Band E, would be expected to display:</i></p>

	<ul style="list-style-type: none"> <li>• Advanced live-to-air skills and live question and answer skills</li> <li>• Ability to produce first-class packaging including audio, sound (colour) and voice</li> <li>• Leadership skills (refer following RNZ Organisational Competencies)</li> <li>• Planning and organisational skills sufficient to deputise for Bureau Chief</li> <li>• Ability to effectively coach others to develop their journalistic and broadcasting craft and news judgement</li> </ul>
<p><b>Personal Attributes</b></p>	<ul style="list-style-type: none"> <li>• Collaborative team player, displaying core RNZ values in terms of attitude, behaviour and treatment of colleagues</li> <li>• Self-motivated</li> <li>• Quick thinking</li> <li>• Broadcast quality voice</li> <li>• Imagination and the aptitude for making a story sound interesting on-air.</li> <li>• Ability to work under pressure and meet deadlines</li> <li>• Commitment to producing a consistently high standard of work</li> <li>• Recognises the value of cultural and community diversity</li> <li>• Quickly adapts to need for change, is flexible in approach</li> <li>• Able to use initiative and adapt the changing priorities and demands of the newsroom</li> </ul>

# 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>