

## Digital Journalist

# Job Description

<b>Date</b>	December 2024
<b>Location / Business Unit</b>	Auckland/Wellington/Christchurch, News
<b>Reporting to</b>	Digital Team Lead
<b>Position Type</b>	Permanent, Full-time

### Te Tūranga - About the Role

Initiate, produce and publish content in digital, helping to develop RNZ's website into the destination of choice for New Zealand news, features, and information.

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

### Te Mahi - About the job

- Initiate, write, edit, produce, and publish breaking news, news, features, analysis, background and other context pieces, columns, and other digital content on rnz.co.nz.
- Contribute ideas, insights, original material, context, and lateral thinking to help RNZ develop its distinctive quality.
- Make extensive and appropriate use of images, video, graphics, data, and audio in multimedia storytelling.
- Facilitate the flow of content from other parts of the organisation to the homepage, including from News, Features, RNZ National, RNZ Pacific and RNZ Music.
- Edit the RNZ homepage and various sections as required, providing a relevant, highly visual, dynamic, and compelling window to the best journalism in the organisation.
- Use social media to engage audiences, distribute and promote our journalism.
- Use analytical tools to monitor audience engagement with RNZ stories.
- Work with radio producers to further story development and cross-promote content.
- Maintain the high RNZ standards in terms of quality, impartiality, independence, and accuracy, and demonstrate a working knowledge of our obligations under the RNZ Charter.

- Adhere to RNZ editorial standards and style.
- Always liaise with our features and development team collaboratively.
- Collaborate and maintain effective liaison with other parts of RNZ.
- Undertake administrative assignments as required.
- Undertake training and development as directed.
- Undertake other tasks and assignments as may be required from time to time.

## Ōu Pūkenga - About You

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Tertiary journalism qualification or equivalent experience</li> </ul>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Reporting and/or subbing experience for a news website or digital media organisation.</li> <li>• Experience as a writer, combined with an excellent command of English and correct use of grammar and punctuation.</li> <li>• Experience in still pictures, video and audio editing, development and use of graphics and visualisation of data.</li> <li>• Demonstrated experience in breaking news, live blogging, hour by hour story development, features, analysis and context pieces, and online content curation.</li> <li>• Demonstrated experience in the use of social media to advance story development, distribute and promote content.</li> <li>• Experience and understanding of audience engagement techniques, comment moderation and solicitation of user-generated content.</li> <li>• Sound editorial judgement and demonstrated ability to act decisively and effectively under pressure.</li> <li>• Some broadcast experience an advantage.</li> <li>• Reliable knowledge of media law and broadcasting standards.</li> <li>• Demonstrated interest in internet development.</li> <li>• Wide knowledge of New Zealand and international current affairs.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent subbing skills with the ability to adopt a variety of styles.</li> <li>• Good communication skills.</li> <li>• Fast and accurate keyboard skills.</li> <li>• Proficiency in all newsroom computer programmes.</li> <li>• Good time and self-management skills.</li> <li>• Excellent writing skills.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to work both as part of a team and take a leading role when required.</li> <li>• Recognition of the value of cultural and community diversity.</li> <li>• Quickly adapts to need for change, is flexible and collaborative in approach to work.</li> </ul>

- Accuracy and attention to detail always including while under pressure.
- Commitment to producing a consistently high standard of product.
- Clear knowledge of RNZ audience.
- A digital player through social media, blog, or website.
- Creative qualities and a proactive approach to storytelling

# 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.

Connect to purpose and set direction	Drive performance and innovation	Engage and develop your team	Foster belonging and inclusion
<ul style="list-style-type: none"> <li>• Understand and communicate RNZ's charter &amp; strategic goals</li> <li>• Create a connected team purpose</li> <li>• Create line of sight. Set goals aligned to department and RNZ priorities</li> <li>• Support your team to achieve goals</li> <li>• Communicate consistently and often</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate your team's mahi with our audiences in mind</li> <li>• Support your team to work collaboratively to achieve goals</li> <li>• Leverage team expertise across RNZ</li> <li>• Encourage your people to try things, adapt and innovate</li> <li>• Enable your team to grow and challenge existing thinking and practices</li> </ul>	<ul style="list-style-type: none"> <li>• Have meaningful development conversations</li> <li>• Coach others and give feedback, be courageous</li> <li>• Prioritise learning and development opportunities</li> <li>• Influence and interact with others constructively</li> <li>• Resolve conflict and issues with empathy and accountability</li> <li>• Celebrate success</li> <li>• Prioritise resilience and wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>• Champion the importance of RNZ initiatives that support us to represent and respect diverse communities in our content</li> <li>• Honour our Te Tiriti and Rautaki Māori commitments</li> <li>• Role model the RNZ attitudes</li> <li>• Facilitate your team to strengthen our constructive and inclusive culture</li> <li>• Foster an environment where people feel safe to be themselves and speak up</li> </ul>