

## Journalist – RNZ Pacific

# Job Description

<b>Date</b>	December 2024
<b>Location / Business Unit</b>	Auckland, Wellington, Christchurch
<b>Reporting to</b>	RNZ Pacific News Editor
<b>Position Type</b>	Permanent, 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, commercial-free public service media company, RNZ's purpose is to serve the public interest.

### Te Mahi - About the job

#### Core Journalist responsibilities

- Research and write news stories on Pacific issues in Aotearoa and in the region.
- Write clear, sharply-angled copy.
- Break news stories and update new directions and story developments/follow-ups, as required.
- Foster and maintain a wide network of contacts to bring in and break news stories.
- Read bulletins for RNZ Pacific and/or RNZ National as required.
- Provide audio material as required for a range of outlets, using relevant and up-to-date voice, editing, and production skills.
- Provide programme outlets with advice, interviews, live input, and backgrounding, as required.
- Provide suitable online content (copy, audio, and visuals).
- Be responsible for developing our storytelling across both radio and digital, using the inherent strengths of each platform to engage audiences.
- Contribute to the content and curation of RNZ Pacific's online and social media outlets.
- Maintain a multi-media focus, making appropriate use of the written word, audio, photographs, video, graphics, links, user-generated content and social media where appropriate.

- Accomplish high-quality work within deadlines and according to RNZ editorial policy and standards.
- Collaborate and maintain effective liaison with other parts of RNZ.
- Ensure any and all public representation maintains RNZ's reputation as independent, impartial, and balanced.
- Undertake training and development, as directed.
- Undertake production duties as required.
- Other tasks and assignments may be required from time to time.
- Shift work, as required.

#### **Additional responsibilities at Intermediate Level**

- Ensure that stories are credible and relevant to news bulletins and programmes as well as company standards.
- Undertake in-depth and appropriately targeted research.
- Provide a range of material including pre-recorded interviews, voice reports, and packages; stories are well written, edited, and voiced; audio material is recorded, edited, and produced to a high standard of quality.
- Keep up to date with Pacific news and current affairs.
- Understand and apply RNZ's editorial policy and standards.
- Ensure any public representation builds on RNZ's reputation for independent, impartial, and balanced journalism.
- Develop and maintain strong relationships with RNZ Pacific and RNZ newsroom staff and work collaboratively.
- Ensure all work is produced to deadlines without compromising quality.
- Contribute to the professional development of less experienced Journalists by providing guidance and advice.
- Journalists who are more experienced 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 Senior Level**

- Deputise for RNZ Pacific News Editor, as required.
- Develop and maintain links with Pacific broadcasters and journalists and stringers.
- Contribute to the development of the style guide and editorial policy.
- Help to develop new bulletins and programmes that further meet audience needs.
- Cover and represent RNZ Pacific at newsworthy events here and in the Pacific.
- Contribute significantly to the professional development of less experienced Journalists by providing guidance and advice (Senior is expected to have more advanced coaching skills).
- Role modelling RNZ's Attitudes and Leadership Expectations becomes critical at senior level.
- Senior Journalists will display a level of news judgment, and professional competency that requires minimal guidance.

## **Ōu Pūkenga - About You**

<b>Qualifications</b>	<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>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• An understanding and knowledge of, or proven interest in, Pacific regional and/or domestic affairs</li> </ul>

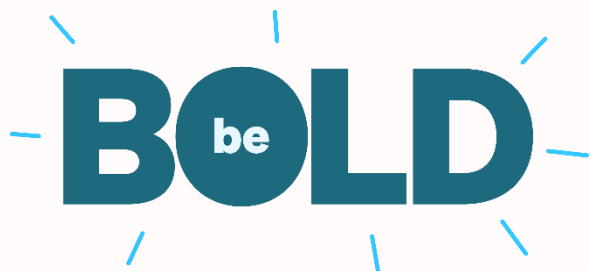
	<ul style="list-style-type: none"> <li>• Knowledge of and interest in New Zealand and International news and current affairs</li> <li>• Pacific language skills would be an advantage</li> <li>• Understanding of the role of a public services broadcaster including the requirement for impartial and balanced reporting</li> <li>• Knowledge of media law and its practical application and of broadcasting standards (ability to apply advanced and reliable knowledge at senior level)</li> <li>• Good news sense (developing news sense at less experienced through to well developed at senior level )</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 senior level)</li> </ul> <p><b>Essential Cultural Competencies</b></p> <ul style="list-style-type: none"> <li>• Deep understanding of Pacific Region cultures, customs, political structures, contemporary and historical issues; and</li> <li>• Ability to communicate effectively in a Pacific Region language (other than English), multi-lingual ability is preferred.</li> <li>• Demonstrates broad knowledge base of New Zealand and international current affairs, and their relation to the Pacific.</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>• Demonstrated ability 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>• Web publishing skills desirable</li> <li>• Typing/computer skills, as required</li> <li>• (*) Less experienced Journalists would expect to be developing these abilities, with a level of supervision. Journalists with more experience would be expected to be largely independent.</li> <li>• Journalists who have significant experience would be expected to display: <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 RNZI Deputy / News Editor</li> <li>• Ability to effectively coach others to develop their journalistic and broadcasting craft and news judgement</li> </ul> </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.

The word "BOLD" is written in a large, dark teal, sans-serif font. The letter "O" is replaced by a white circle containing the word "be" in a smaller, dark teal font. Several short, light blue lines radiate outwards from the letters, giving the graphic a sense of energy and movement.

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.

The words "Better Every Day" are arranged in a staggered, upward-sloping layout. "Better" is at the bottom left, "Every" is in the middle, and "Day" is at the top right. The text is in a bold, orange, sans-serif font. Three yellow arrows point upwards and to the right, starting from the bottom left and ending near the top right, reinforcing the sense of progress and growth.

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

The words "Manaaki" and "tanga" are stacked vertically in a bold, dark brown, sans-serif font. To the right of the word "Manaaki" is a simple, orange-outlined heart symbol.

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