

Homepage Editor

Job Description

Date	January 2025
Location / Business Unit	Auckland / Wellington / Christchurch - Digital
Reporting to	Executive Editor, Digital
Position Type	Permanent, Full-time

Te Tūranga - About the Role

To lead the digital team in ensuring the effective daily management of the rnz.co.nz homepage contributes to audience engagement and growth.

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

Te Mahi - About the job

- Identify and present polished homepage content that stands apart from alternative media and makes the material 'sing'
- Work collaboratively with editorial staff across RNZ to acquire the best available news and feature content for the homepage
- Offer advice, training and mentoring to others in the digital team. Continually upskill and pass on any learnings.
- Oversee minute-by-minute content, ensuring the website contributes to audience growth
- Optimise opportunities to vary story-telling to best effect and generate ideas
- Help commission work from external contributors, particularly in relation to opinion and analysis
- Contribute to project work that is planned
- Identify and implement opportunities to capture return site visits

- Model a collegial and constructive approach that reinforces an ‘audience first’ focus and encourages team work
- Contribute to driving the focus on live content and a live experience
- Assist in planning coverage of major breaking events
- Work with editorial colleagues to capture audience attention;
- Make and keep service commitments involving use of the homepage to RNZ colleagues;
- Keep those who produce content aware of their contribution to the homepage presentation and how the homepage may work for them;
- Present website analytics on a daily basis to guide editorial decision-making and to give insight into how content is performing online;
- Communicate complex digital terms of issues to colleagues across the business in plain language and respectfully;
- Contribute to training others with an outcome that others take ownership of their content;

Ōu Pūkenga - About You

Qualifications	<ul style="list-style-type: none"> • Appropriate qualification in journalism.
Knowledge & Experience	<ul style="list-style-type: none"> • An understanding of RNZ programming and Charter objectives. • Experience as a senior web journalist
Skills	<ul style="list-style-type: none"> • Proven credibility as a journalist who sets and achieves high professional standards. • Expertise in web writing, associated technology and an appreciation of audience metrics. • Successful track record in live experience and/or responsiveness to engage an audience. • The proven ability to: <ul style="list-style-type: none"> ○ exercise sound judgment and act decisively, including seeing the value in stories that may not be typical news; ○ think and act strategically, e.g. organisational awareness; ○ apply an understanding of the media sector in NZ and appreciate key market, consumer and technological trends; ○ think and act flexibly (particularly responding to breaking news) and creatively with an ability to quickly grasp complex topics; ○ persist in achieving results by effectively managing own time, overcoming obstacles and or tolerating ambiguity; ○ maintain own health, safety, welfare to ensure optimum resilience and performance in difficult situations or under stress.

	<ul style="list-style-type: none"> • The willingness to be open and transparent e.g. disclose mistakes, act ethically, and engage in professional and personal development including seeking and acting on constructive feedback. • 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.
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Proven credible leadership experience/achievement in: <ul style="list-style-type: none"> ○ Building loyalty, commitment trust and pride; ○ Influencing others and creating a respectful work environment fostering innovation and fun; ○ Modelling collaboration with others outside the group; ○ Facilitating effective staff performance including supportive attitudes of Radio NZ as a whole; ○ Making best use of staff abilities; ○ Conflict management (including interpersonal and working style differences); ○ Identifying and nurturing talent. • Clear, respectful and timely communication when: <ul style="list-style-type: none"> ○ Resolving complaints or concerns about website performance; ○ Implementing change that improves quality and productivity; ○ Responding to staff or colleague suggestions; ○ All written material is organised and convincing. • Building and maintaining effective relationships including: <ul style="list-style-type: none"> ○ Minimising authority and maximising persuasion; ○ Intervening early and positively to improve the team’s performance; ○ Representing the organisation positively and effectively; ○ Encouraging a free exchange of ideas.

Te Ahurea - Our Culture

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.