

Producer, Midday Report

Job Description

Date	July 2025
Location / Business Unit	Auckland or Wellington - News
Reporting to	Executive Editor, Morning Report
Position Type	Permanent full time

Te Tūranga - The opportunity

Work with the Midday Report presenter to produce original stories for Morning Report, Midday Report and other RNZ news programmes.

Te Mahi - About the job

- Organise and produce coverage of major stories of the day including breaking news.
- Ensure stories are given context and are tailored for different audiences, providing new or deeper angles throughout the news cycle.
- Studio produce the Midday News hour.
- Ensure quality and timely content is delivered as required.
- Work collaboratively with the Midday presenter as well as the News Editor and Bureau Chiefs.
- Post-programme work with the Midday Presenter producing original content for Morning Report, Midday Report and other RNZ news programmes.
- Develop workflows to ensure news requirements of bulletins, programmes and digital are met.
- Ensure Midday Report is externally competitive, and its role and objectives are widely understood across RNZ.
- Assume the duties of the Deputy Executive Editor due to sickness or leave when needed.
- Ensure Charter requirements are met and reflected in the strategy.
- Measure own effectiveness.

Relationship Management

- Actively work with senior news managers and colleagues to ensure that Midday Report becomes a “must-listen” for the wider New Zealand public.
- Ensure key relationships with all RNZ staff are nurtured and maintained.
- Develop, nurture and maintain an optimum level of external contacts to facilitate growth in original stories.
- Work collaboratively with staff across RNZ to ensure the highest quality news and features is fit for purpose on all platforms.
- Model a collegial and constructive approach that reinforces an ‘audience first’ focus and encourages teamwork.
- Maintain a complete honest and open “no surprises” policy.

Ōu Pūkenga - About You

Qualifications	<ul style="list-style-type: none"> • Relevant qualifications in journalism. • Programme / specialist on-air pass.
Knowledge & Experience	<ul style="list-style-type: none"> • Experience as a news producer / gatherer/presenter with an understanding of preparing content on multiple platforms. • Reliable knowledge of media law. • Understanding and active interest in foreign news and global issues. • An understanding of RNZ programming and Charter objectives.
Ideal Experience and Personal Skills	<ul style="list-style-type: none"> • Proven achievement and credibility as a journalist who sets and achieves high professional standards. • Expertise in sourcing and writing original stories and radio packages. • Proven experience in tackling breaking news and the live coverage and analysis of rapidly moving news stories. • Working awareness of social media platforms and their use in contemporary journalism and a familiarity with tools for audience engagement and analytics. • The proven ability to: <ul style="list-style-type: none"> ○ exercise sound news judgment and act decisively under pressure ○ think and act strategically, e.g. organisational awareness ○ apply an understanding of the wider community in NZ to gathering and producing content ○ think flexibly and creatively with an ability to quickly grasp complex global news issues ○ 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 • The willingness to be open and transparent e.g. disclose

	<p>mistakes, act ethically, and engage in professional and personal development including seeking and acting on constructive feedback.</p> <ul style="list-style-type: none"> • 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.
Ideal Experience and Social Skills	<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 ○ Recruitment and staff development skills ○ Facilitating effective staff performance including supportive attitudes of RNZ as a whole ○ Making best use of staff abilities including pastoral care for staff required to work in isolation ○ 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 features 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 ○ Demonstrating an affinity with international news and specialist news topics

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.

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.

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