

Executive Producer, Nine to Noon

Job Description

Date	September 2025
Location / Team	Radio, Wellington
Reporting to	National Content Director
Direct Reports	Nine to Noon Producers and Presenter
Role Type	Full-time / Permanent

Te Tūranga - About the Role

RNZ is Aotearoa New Zealand's independent, commercial free public broadcaster, committed to serving the public interest.

As Executive Producer of Nine to Noon on RNZ National, you will lead one of the country's most respected current affairs programmes. This is a pivotal leadership role where you'll shape the editorial direction, tone, and delivery of the show, ensuring it remains compelling, relevant, and responsive to the day's most important stories.

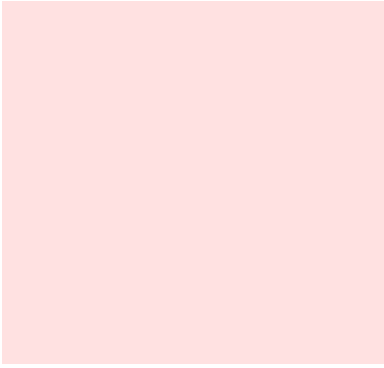
You'll be responsible for overseeing the live listening experience, while also growing the programme's digital reach and impact. Working closely with a talented team of producers and presenters, you'll foster a high-performing, collaborative culture that delivers outstanding journalism and storytelling every day.

Te Mahi - About the job

- Manage the day-to-day production and presentation of weekday programming through leadership, direction and guidance of producers and presenters, working across the day from 7am to 3pm.
- Contribute in a hands-on capacity to the planning, development and production of stories and content.
- Create a performance culture, where outstanding work is expected and celebrated, and team members work collegially, striving to be the best.
- Liaise with colleagues across the organisation over coverage of news events
- Maintain clear documentation, workflows and consistent lines of communication with all relevant partners and stakeholders to effectively and efficiently keep the show on the road.
- Set goals and monitor progress against them both for individual staff and the programme.
- Ensure that RNZ Editorial Policies are always understood and adhered to. Enforce them as needed.
- Respond quickly and decisively to breaking news, getting significant developments to air as/when appropriate and directing a depth of coverage proportionate to the scale of the story.
- Direct rolling radio coverage in the event of a major developing news story that breaks during the morning.
- Promptly refer up significant on-air incidents, outages, and complaints.
- Make sure all members of the production team are fully trained and capable of meeting the requirements of their roles. Arrange for training where needed.
- Be responsible for the pre-broadcast assessment of legal risks in programme content, liaising with the RNZ National Content Director as required.
- Be available on call to help with any rolling news coverage requirements during off peak programmes.
- Promote a professional image of RNZ through all internal and external interactions.
- Undertake long-term planning for the programme format; implement changes to the programme as agreed with the RNZ National Content Director.
- Other tasks and assignments as may be required from time to time.

Ōu Pūkenga - About You

Qualifications	<ul style="list-style-type: none"> Journalism degree or diploma, or equivalent experience achieved through relevant radio production work.
Knowledge & Experience	<ul style="list-style-type: none"> Excellent written and spoken communication skills, with a strong command of the English language Broad general knowledge, with a wide range of interests and ideas Sound knowledge of regional, national, and international current affairs Practical understanding of RNZ's te reo Māori and Pacific Island pronunciation standards Proven leadership and people management experience Senior-level journalistic and/or research experience Professional experience in broadcasting Budget management experience Ability to interpret and apply radio research methodologies and outputs
Skills	<ul style="list-style-type: none"> Outstanding interpersonal and relationship building skills Ability to manage multiple priorities effectively Calm and composed, with the ability to come up with practical solutions under pressure Excellent organisational and communication skills Digital recording and editing skills Live radio production skills, including microphone and recording techniques Practical experience and understanding of News operational systems
Personal Attributes	<ul style="list-style-type: none"> Collaborative and supportive team player Strong professional judgement and emotional maturity Lateral and creative thinker

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- Ability to work well under pressure
 - Values cultural and community diversity
 - Committed to achieving consistently high standards of output
 - Flexible and adaptable in approach and response to change.

Te Arurea - 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

Our Leadership Expectations outline how we expect our leaders to show up, leading their teams, creating an inclusive and constructive culture and enabling the delivery of our strategy. We have determined four critical capabilities that we need to focus on:

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