

## Morning Producer

# Job Description

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<b>Date</b>	February 2026
<b>Location / Business Unit</b>	Auckland, News
<b>Reporting to</b>	First-Up Executive Producer
<b>Position Type</b>	Permanent, Full-time

## Te Tūrangā - About the Role

As an independent and commercial-free public service media organisation, RNZ's purpose is to serve the public interest. To this end you will:

As the Morning Producer you'll play a central role in RNZ's morning news offering. You'll be in the control room overseeing First Up as it goes to air, then as required, you'll support the Morning Report team as RNZ's flagship morning news show goes to air. You'll contribute to First Up's vibrant story-telling, contributing ideas, helping to book guests and finding stories that aren't being told elsewhere.

## Te Mahi - About the job

### Editorial

- Work with the show's dedicated production team, the newsroom, digital and others across RNZ on editorial components for on-air and online, including initiating, selecting and developing story ideas
- Maintain acute understanding of story opportunities and developments across the spectrum that underline RNZ's desire to tell its stories: – from news, to sport, to human interest and life and culture pieces.

- Respond quickly to overnight breaking and developing news stories.
- Keep up to date with both national and international news stories.
- Oversee the programme as it goes to air

### **Production**

- Source great talent and provide strong and relevant material for the programme and online, adding depth to RNZ's journalism by including a range of voices.
- Liaise with correspondents making editorial decisions on interview topics
- Break stories on-air and online, keeping in mind the elements identified above, including original story-telling, innovative angles, heads and questions.
- Produce material which works for on-air and online.
- Arrange live and pre-recorded interviews
- Undertake and resolve digital editing, on air production and sound quality problems.
- Edit pre-recorded interviews, identify relevant video and audio cuts, including re-editing interviews when required.
- Identify international picture stories from affiliates that will still be relevant in the morning.
- Maintain a diverse and relevant list of contacts for the programme and to break news stories.
- Liaise with the Morning Report set up team
- Participate in the regular debriefs and reviews of the programme and its online presence, particularly with respect to its objectives and planning, and willingly implement changes as directed.

### **General**

- Ensure all work is produced to deadlines, without compromising quality.
- Develop and maintain strong relationships with all programme staff and work collaboratively with the team.
- Work across other parts of News as required.
- Collaborate and maintain effective liaison across News and with other parts of RNZ.
- Participate in the regular debriefs and reviews of the programme, particularly with respect to the programme objectives and planning, and willingly implement changes as directed.
- Undertake training and development as directed.
- Ensure any public representation maintains RNZ standards and builds on its reputation for independent, impartial and balanced journalism.
- Other tasks and assignments as may be required.
- Make editorial decisions regarding news value, style and taste.
- Apply extensive knowledge of media law appropriately.
- Role model RNZ Organisational Behavioural Competencies.
- Ensure the programme host and other team members are fully briefed and updated as required.

## Ōu Pūkenga - About You

<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Tertiary qualification in Journalism or equivalent experience</li><li>• Current valid full driver licence required</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>• Knowledge of and interest in New Zealand news and current affairs</li><li>• Understanding of the role of a public services broadcaster including the requirement for impartial and balanced reporting.</li><li>• Advanced knowledge of media law and its practical application and of broadcasting standards</li><li>• Good news sense</li><li>• Strong demonstrated initiative in news gathering and processing</li><li>• Experience with digital media and preparing online content is desirable</li></ul>
<b>Skills</b>	<ul style="list-style-type: none"><li>• Strong interpersonal and communication skills</li><li>• Able to establish, develop and maintain good contacts</li><li>• Able to turn around news quickly and accurately</li><li>• Able 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, able 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>• The ability to produce high quality, engaging and creative written and visual content for our digital platforms</li><li>• Web publishing skills desirable</li><li>• Advanced live-to-air skills and live question and answer skills</li></ul>

	<ul style="list-style-type: none"><li>• Ability to produce first-class packaging including audio, sound (colour) and voice</li><li>• Leadership skills</li><li>• Planning and organisational skills sufficient to deputise for Bureau Chief</li><li>• Ability to effectively coach others to develop their journalistic and broadcasting craft and news judgement</li></ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"><li>• Collaborative team player, displaying core RNZ values in terms of attitude, behaviour and treatment of colleagues</li><li>• Self-motivated, quick thinking, with ability to work under pressure and meet deadlines</li><li>• Broadcast quality voice</li><li>• Imagination and the aptitude for making a story sound interesting on-air.</li><li>• Commitment to producing a consistently high standard of work</li><li>• Recognises the value of cultural and community diversity</li><li>• Quickly adapts to need for change, is flexible in approach</li><li>• Able to use initiative and adapt the changing priorities and demands of the newsroom</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.



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.