

Producer, Nights

Job Description

Date	February 2026
Location / Business Unit	Auckland, Radio
Reporting to	Executive Producer, Nights
Position Type	Permanent, Full-time

Te Tūranga - About the Role

To identify and arrange great stories and guests that are relevant to our audiences live on-air and on-line; ensure that Nights delivers a vibrant, live inter-active listener experience through strong research and angle generation, high production values, and the extension of our audience connection through on-line and social media.

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

Te Mahi - About the job

- Explore story opportunities to bring new younger and diverse audiences into Nights.
- Source great talent and provide strong and relevant content for the programme
- Initiate and develop original story ideas to fit the programme's strategy and then determine the appropriate story telling treatment.
- Pull together relevant research material, write accurate and inventive introductions and question lines.
- Push the creative thinking on all elements of the show, including story and guest selection and new regular benchmark segments.
- Identify opportunities to be interactive with our live radio audience on-air.

- Deliver the content for on-line, making appropriate use of images, video, graphics, data and audio.
- Line produce the show from 7pm.
- Use social media to engage audiences, distribute and promote our story telling,
- Produce both recorded and live parts of programmes, this includes audio recording and editing.
- Make sure all breaking news story opportunities are taken and implement the RNZ National breaking news strategy right through the Nights show.
- Book studios, lines and make any other arrangements necessary for either live or pre-recorded interviews.
- Help the host write and produce all show promos and get them into the promos system.
- Maintain a diverse and relevant list of contacts.
- Collaborate and maintain effective liaison with News, Content, and Digital, along with other areas of RNZ.
- Arrange, research and set up outside broadcasts, with appropriate publicity.
- Represent the programme in a courteous and professional manner when dealing with newsmakers, their representatives, contributors and the public.
- Handle listener requests for information and recordings.
- Scout for and hire contributors when needed, arrange for payments where appropriate.
- Take part in constant review of programme objectives and their achievement, making adjustments where necessary.
- Help establish effective administration systems to support programme planning and management.
- Undertake training and development as required.
- Other tasks and assignments as may be necessary from time to time, including emergency backup studio production when needed.

Organisational

- Be aware of and adhere to RNZ's Editorial Policy standards.
- Work is aligned with RNZ's vision, values, policies and processes, and complies with statutory requirements.
- Actively participate in and contribute to the development and achievement of own performance targets and the review of work priorities to achieve the organisation's goals and objectives.
- Act in a manner consistent with Equal Employment Opportunities principles and practices.

Health and Safety

- Take responsibility for own health and safety and that of others.
- Participate in any safety meetings as required by RNZ.

- Comply with health and safety policies and guidelines and complete responsibilities relating to the health and safety business plan.

Emergency Management / Lifeline Utility Role

- To maintain broadcast continuity in an emergency, you may be required to carry out other duties suited to your skills and experience. This may involve you being temporarily relocated to another RNZ site if required, usually in a major city.

Ōu Pūkenga - About You

Qualifications	<ul style="list-style-type: none"> • Tertiary journalism or broadcast qualification, or equivalent experience
Knowledge & Experience	<ul style="list-style-type: none"> • The successful applicant will be well read and have a wide range of interests and ideas • Broad general and current affairs knowledge across Aotearoa and the Pacific, including familiarity of local and regional affairs as we target underserved audiences • Strong knowledge of NZ music and popular culture • Considerable experience in broadcast production - radio experience preferred • Sound journalistic and research experience are essential to a senior level • Fully aware of RNZ style requirements, taste standards and media law issues • A thorough understanding of online and social media requirements and opportunities • Excellent spoken and written communication skills
Skills	<ul style="list-style-type: none"> • Strong interpersonal and communication skills • Able to establish, develop and maintain good contacts • Demonstrated ability to develop effective working relationships with a news team, other colleagues and external parties • Effective networking with cultural and other community groups • News gathering / research skills • Well-developed analytical skills • High level of initiative, originality, writing, processing and on-air skills • Ability to think ahead about the programme needs in the context of an audience first approach. • Audio recording, editing and production techniques

	<ul style="list-style-type: none">• Typing/computer skills, as required• Strong digital experience• Advanced live-to-air skills and live question and answer skills• Ability to produce first-class packaging including audio, sound (colour) and voice
Personal Attributes	<ul style="list-style-type: none">• Collaborative team player, displaying core RNZ values in terms of attitude, behaviour and treatment of colleagues• Ability to work under pressure and meet deadlines• Commitment to producing a consistently high standard of work• Recognises the value of cultural and community diversity• Quickly adapts to need for change, is flexible in approach

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.

 <p>I understand and develop myself and others</p>	 <p>I execute our strategy, with and through others</p>	 <p>I embrace and lead change</p>
<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