

Editor, Pacific News

Job Description

Date	July 2026
Location / Business Unit	Auckland / Wellington, News
Reporting to	Pacific Manager
Direct Reports / Functional Relationships	RNZ Pacific Journalists News Programmes Executive Editors RNZ National Executive Producers RNZ Bureau Chiefs Vertical News Editors Digital & Social Editors Day & Night Ed HomePage Editors
Position Type	Permanent, full-time

Te Tūranga - About the Role

As a key role to implementing the Pacific content strategy, as the RNZ Pacific News Editor you will lead the commissioning, coordination, and delivery of high-quality, original Pacific news and current affairs content for Pacific and New Zealand Pasifika audiences. You will ensure stories are shared across RNZ Pacific and RNZ platforms including radio, digital, social media, and news programmes. In addition, you will foster a collaborative, high-performing team culture while providing leadership, guidance, and expert advice on Pacific content to RNZ Pacific journalists and colleagues across the organisation including day editor; night editor; digital editor; planning editor; bureau chiefs; homepage editors; bulletin editors; head of radio & day-part editors; correspondents and reporters; Midday, Morning Report and Checkpoint editors.

Te Mahi - About the job

Editorial

- Liaise with the RNZ Pacific Manager and with key RNZ leaders to ensure timely delivery of quality, in-depth and original Pacific regional and domestic news across all platforms.
- Produce content to enhance audience appeal and attract and grow both an external Pacific audience (through relaying radio stations, online and social media and individual listeners) and a New Zealand based audience (through RNZ National, and RNZ Pacific online, social and RNZ Online).
- Lead and monitor the development of editorial style and standards required for an international broadcaster like RNZ Pacific to successfully deliver content for relay by Pacific radio stations – to align RNZ's overall editorial policy.
- Maintain and develop RNZ's relationship with local and Pacific regional media
- Model a collegiate and constructive approach that reinforces an 'audience first' focus and encourages teamwork.
- Ensure our journalism is well planned, and it reaches the right platforms at the right times by implementing a robust planning system.

Planning and Development

- Contribute actively to daily and long-term editorial planning.
- Maintain key relationships, providing timely feedback to news gatherers and producers on use of news material e.g. digital and radio production of news.
- Proactively monitor and expedite the production of news stories against plans and timeframes.
- Establish cross-functional project teams to meet RNZ strategic goals when required (avoiding silos and patch protection).
- Lead and develop RNZ Pacific specialist expertise in Pacific knowledge, content production, radio news and programmes and online content.
- Reinforce and support an inclusive, engaging, and Pacific-centred workplace culture where staff feel a strong sense of belonging, are supported to thrive, and are empowered to do their best work.

People Leadership

- Lead, coach and develop a high-performing team, creating an environment where people can do their best work.
- Set clear expectations, provide regular feedback and support professional growth and career development.
- Foster a positive, inclusive and collaborative team culture built on trust, respect and accountability.
- Manage team performance, wellbeing and resource planning to ensure the resilience of the programme.
- Recruit, retain and develop talented journalists and producers who reflect RNZ's values and strategic goals.
- Ensure appropriate succession planning and cross-skilling to maintain resilience in the team.
- Ensure that all team members have on the job support, which includes stepping in to write, produce and set up interviews during breaking news or unexpected absences.
- Lead difficult conversations and performance or behavioural concerns with empathy and professionalism, fostering accountability and positive outcomes.



Ōu Pūkenga - About You

Qualifications	<ul style="list-style-type: none">• Appropriate qualification in Journalism or equivalent (which may be achieved through relevant experience reporting and production of national and international news and current affairs).
Knowledge & Experience	<ul style="list-style-type: none">• A proven journalist with solid experience• Experience working in a news environment.• Proven success in leading people and teams and producing high-quality news content.• Expertise in driving a news agenda and a sound understanding in news gathering.• Comprehensive understanding of media law, editorial standards, and journalistic ethics.• Extensive experience reporting and production of national and international Pacific news stories• Deep understanding of cultural practices across the Pacific
Skills	<ul style="list-style-type: none">• Exceptional editorial judgement and decision-making• Outstanding leadership, coaching and people-management capability.• Calm, decisive and resilient under pressure.• Maintains respectful, professional environment where ideas and innovation thrive• Builds and maintains strong, constructive relationships across news teams, programmes and the wider organisation• Demonstrates excellent communication skills and a collaborative approach to achieving shared goals• Engagement with promoting the value of diversity, including obligations under the Treaty of Waitangi.
Personal Attributes	<ul style="list-style-type: none">• An excellent communicator with the ability to maintain and get the most out of relationships.• Quick-thinking and proactive in responding to audience needs, breaking news, and evolving stories.• Collaborative team player, who grows and develops others.

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