



Hawke's Bay and Tairāwhiti, Regional Reporter

Job Description

Date	February 2024
Location / Business Unit	Napier, Regional Journalists - News
Reporting to	Wellington Bureau Chief
Position Type	Permanent Full-time (40 hours per week)

Te Tūranga - About the Role

To carry out research and interviews to gather news information and to write, edit and voice news items and extended pieces on air and online, focusing on news which is important to the region.

Te Mahi - About the job

- Break news, and regularly contribute ideas for original, investigative and enterprise stories.
- Report live on air and online on breaking news and running stories, from both the RNZ bureau and, from the field.
- Research and write stories on news topics relevant to areas of responsibility, as well as general news.
- Contribute daily, weekly and longer term to our planning process, adhering to deadlines, guidelines and formats.
- Write clear, sharp-angled news copy, and more detailed background, feature and analysis copy as necessary.
- Update new directions and story developments / follow-ups, as required.
- Foster and maintain a widespread network of contacts to bring in and break news stories.
- Provide audio and visual material as required for all platforms, using relevant and up-to-date audio and visual editing and production skills.
- Provide digital, programmes, bulletins and the social media team with coverage updates, copy, audio, visuals, interviews, live input, back-ground and feature material as required.

- Take responsibility for developing stories across both radio and digital, using the inherent strengths of each platform to engage audiences.
- Accomplish high quality work within deadlines and according to RNZ editorial policy and standards.
- Develop and maintain strong relationships with newsroom staff, and work collaboratively with the team, and across other parts of RNZ.
- Ensure all public representation maintains RNZ's reputation as independent, impartial, balanced and free of opinion.
- Undertake training and development, as directed.
- Undertake production duties as required.
- Other tasks and assignments as may be required from time to time.
- Shift work, as required.

Senior Journalists will display a level of news judgement, and professional competency that requires minimal guidance from Bureau Chiefs and Editors, including the following:

- Bring an increased number of breaking, original, investigative and enterprise stories to RNZ.
- Contribute to the development of improved processes to enhance our original, investigative and enterprise storytelling, planning, communication, collaboration and adherence to RNZ values in terms of attitude, behaviour and treatment of colleagues.
- Contribute to the development of the RNZ style guide and editorial policy.
- Contribute significantly to professional development of less experienced Journalists (Bands C & D), by providing guidance and advice (Senior is expected to have more advanced coaching skills)
- Deputise for Bureau Chief, as required.
- Role model RNZ's Organisational Behavioural Competencies.

Ōu Pūkenga - About You

<p>Qualifications</p>	<ul style="list-style-type: none"> • A Tertiary level qualification in Journalism or similar.
<p>Knowledge & Experience</p>	<ul style="list-style-type: none"> • Knowledge of and interest in New Zealand news and current affairs. • Understanding of the role of a public services broadcaster including the requirement for impartial and balanced reporting. • Advanced knowledge of media law and its practical application and of broadcasting standards. • Well developed sense of what constitutes good news. • Strong demonstrated initiative in news gathering and processing. • Experience with digital media and preparing online content is desirable. • Significant reporting and editorial experience in a media environment. • Able to read and write phonetics, or development towards preferred. • Existing knowledge and experience and a commitment to giving effect to Te Tiriti o Waitangi and tikanga.

Skills

- Strong interpersonal and communication skills.
- Able to establish, develop and maintain good contacts.
- Able to develop effective working relationships with a news team, other colleagues and external parties.
- Recognises the value of cultural and community diversity and effective at networking across cultural and other community groups.
- News gathering / research skills.
- Well-developed analytical skills.
- Story initiation skills.
- Ability to independently identify, develop and complete story assignments to an advanced level.
- High level of initiative, originality, writing, processing and on-air skills, including live question and answers skills, and broadcast quality voice.
- Imagination and the aptitude for making a story sound interesting on-air.
- Ability to produce first-class packaging including audio, sound (colour) and voice.
- The ability to produce high quality, engaging and creative written and visual content for our digital platforms.
- Web publishing skills desirable.
- Typing/computer skills, as required.
- Ability to work under pressure and meet deadlines, while maintaining a commitment to producing a consistently high standard of work.
- Leadership and teamwork skills, including planning and organisational skills sufficient to deputise for Bureau Chief.
- Ability to effectively coach others to develop their journalistic and broadcasting craft and news judgement.

Personal Attributes

- Collaborative team player, and relationship builder displaying core RNZ values in terms of attitude, behaviour and treatment of colleagues.
- Strategic capability.
- Self-motivated and managing.
- Quick thinking and outcome driven.
- Quickly adapts to need for change, is flexible in approach.
- Able to use initiative and adapt the changing priorities and demands of the newsroom.

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