

## Executive Editor, News Gathering

# Job Description

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<b>Date</b>	January 2024
<b>Location / Business Unit</b>	News
<b>Reporting to</b>	Chief News Officer
<b>Direct Reports / Functional Relationships</b>	Day/Night/Weekend Editors, Bureau Chiefs, Chief Bulletin Editor and Visuals Editor
<b>Position Type</b>	Full time permanent

### Te Tūranga - About the Role

The Executive Editor, News Gathering, is responsible for leading and managing the daily gathering of news and ensuring content is editorially sound, timely, relevant to its audience, appealing, comprehensive and of a high quality.

Delivering journalism to all platforms across RNZ as part of the News leadership team, you will consistently apply a story-first approach to editorial decisions, ensuring audience needs drive choice of platform. You also work collaboratively in and between the News and Content teams, creating an environment where people can focus on content that reflects, reaches and engages audiences.

## **Te Mahi - About the job**

### **News gathering**

- Liaise with the Executive Editors for News Programmes, Māori News, Digital, International and Verticals to collectively drive the news agenda and planning.
- Plan, develop and commission news gathering assignments.
- Collaborate in, and recommend, the prioritisation of coverage.
- Balance news gathering techniques with exposure to risks, e.g. legal proceedings.
- Work with the Director, Editorial Quality and Training, to monitor and be responsible for ensuring journalism meets appropriate RNZ standards and take action, including training & development, to remedy any editorial issues.
- Collaborate within and across News and Content to develop and deliver news via appropriate platforms and across existing and new brands to meet audience needs.
- Model a collegial and constructive approach that reinforces an 'audience first' focus and encourages teamwork.
- Set, monitor and achieve targets for audience growth and team effectiveness.
- Create and communicate a clear strategy for news gathering and new initiatives focused on audiences and their needs, ensuring they are widely understood by kaimahi throughout and across News and Content groups.
- Ensure an increase in the news gathering teams' diversity that reflects our audience diversity.
- Proactively monitor development requirements against plan and provide early/warning 'no surprises' information about variations to agreements and renegotiate alternatives where appropriate.

### **Emergency Management / Lifeline Utility Role**

- Support live 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.

### **Deliver the Charter and embed the principles of Te Tiriti**

- The highest standards of content quality, comprehensiveness, accuracy, and appeal are achieved across all RNZ's services, platforms and brands.
- Articulate to news gathering teams its requirements to meet the Charter including, but not limited to, accuracy, independence, topicality, timeliness, and fairness.
- Incorporate Charter requirements into the news gathering and ensure performance requirements for direct reports reflect that.
- Embed the principles of te titiriti into programming strategy and work with the Tumu Māori to effect positive change for audiences and our kaimahi.
- Incorporate performance against Charter requirements as routine reporting within the teams.

### **Leadership and Development**

- Kaimahi are developed and supported to successfully execute news strategy and new initiatives and changes.
- Your direct reports have clear development plans in place focusing on RNZ's leadership expectations.
- You prioritise your own and your direct reports leadership development.
- Negotiate direct report objectives (consistent with strategy) taking corrective or supportive action as required.
- Develop and incorporate measures of content goals and charter requirements into reporting requirements. Plan and monitor achievement of strategy.
- Ensure performance plans are regularly monitored and documented.
- Work with the kaimahi to identify and implement training and development opportunities.

- Model a collegial and constructive approach that reinforces an ‘audience first’ focus and encourages teamwork.

### Organisational Culture and Strategy Implementation

- A high-performance and inclusive culture for the news gathering team will be role-modelled, grown, and maintained.
- Coach and support direct reports and ensure they are engaged, satisfied and productive in their roles and satisfied with the RNZ leadership team and internal relationships.
- Recruit diverse and skilled talent that adapt to RNZ requirements and reflect our audience.
- Share audience results and internal engagement results with your direct reports, working collaboratively to identify and prioritise strategies in response to address areas for improvement.
- Take a planned approach to increasing the engagement score (including manager score) for programming teams and news overall.
- Monitor the news group’s health and safety compliance ensuring corrective actions are taken as required.
- Change is well planned and introduced collaboratively.

### Financial Operations

- Develop business plans and budgets for news gathering activities.
- Monitor budget expenditure against plans, taking corrective action as required. Manage within budget.
- Provide the Chief of News with robust and timely analysis of team’s financial position with appropriate recommendations as required.

## Ōu Pūkenga - About You

<p><b>Knowledge &amp; Experience</b></p>	<p>Proven credible experience/achievement:</p> <ul style="list-style-type: none"> <li>• as a senior journalist and/or editor/broadcaster who sets and achieves high professional standards.</li> <li>• Significant experience and track record setting smart strategy for news gathering, ideally in a broadcast and/or multimedia environment.</li> <li>• leading a team and building loyalty, commitment, trust and pride and a supportive and respectful culture</li> <li>• leading implementation of strategy and initiatives that ensure effective news gathering for delivery across multiple platforms.</li> <li>• expertise in editorial leadership and decision-making.</li> <li>• expertise in multi-media journalism and an appreciation of audience metrics.</li> <li>• of content management platforms and associated technology</li> <li>• successful track record in planning, budgeting, and expenditure control.</li> <li>• an understanding of RNZ programming and Charter objectives.</li> </ul>
<p><b>Skills</b></p>	<p>The proven ability to:</p> <ul style="list-style-type: none"> <li>• exercise sound judgment and act decisively</li> <li>• think and act strategically</li> <li>• apply an understanding of the media sector in NZ and appreciate key market, consumer and technological trends;</li> </ul>

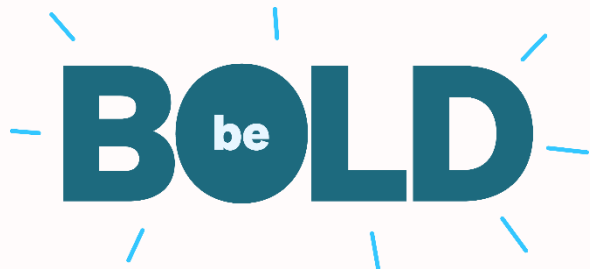
	<ul style="list-style-type: none"> <li>• think flexibly and creatively with an ability to quickly grasp complex topics</li> <li>• persist in achieving results by overcoming setbacks and obstacles</li> <li>• tolerate ambiguity</li> <li>• effectively lead teams and foster a constructive and inclusive culture</li> <li>• actively address issues that are negatively affecting individuals and teams in a timely and effective way</li> <li>• maintain own health, safety, welfare to ensure optimum resilience and performance in difficult situations or under stress</li> <li>• to be open and transparent e.g. disclose mistakes, act ethically, and engage in professional and personal development, including seeking and acting on constructive feedback.</li> <li>• apply all legislative requirements, regulations, policies and procedures related to area of responsibility and specialised expertise.</li> <li>• demonstrate and apply knowledge and experience and a commitment to giving effect to Te Tiriti o Waitangi and tikanga</li> </ul>
<p><b>Personal Attributes</b></p>	<ul style="list-style-type: none"> <li>• Actively contribute to a collaborative workplace including the application of flexible thinking and behaviour, displaying core RNZ values in terms of attitude, behaviour and treatment of colleagues.</li> <li>• Recognises and embraces the value of cultural and community diversity.</li> <li>• Able to use initiative and adapt to changing priorities and demands.</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.

## 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><b>I understand and develop myself and others</b></p>	 <p><b>I execute our strategy, with and through others</b></p>	 <p><b>I embrace and lead change</b></p>
<ul style="list-style-type: none"><li>• Understand my own development areas and actively work on them</li><li>• Create development plans for all my people</li><li>• Support your people to grow and develop by having regular and meaningful conversations</li><li>• Coach others and give feedback</li><li>• Have courageous conversations</li><li>• Lead with emotional intelligence</li></ul>	<ul style="list-style-type: none"><li>• Understand and communicate RNZ's strategic goals</li><li>• Create line of sight and set aligned team vision and goals</li><li>• Make decisions and empower my team to make decisions</li><li>• Operate with our target audience in mind</li><li>• Work collaboratively to achieve goals and resolve conflict</li></ul>	<ul style="list-style-type: none"><li>• Champion culture by role modelling the RNZ attitudes</li><li>• Understand and champion the case for change</li><li>• Communicate with others and bring people on the journey</li><li>• Support your people through change – building resilience and wellbeing of your teams</li><li>• Empower your people to try things, adapt and innovate</li><li>• Hold people to account</li><li>• Lead with a growth mindset</li></ul>