

Bureau Chief, Wellington

Job Description

Date	July 2026
Location / Business Unit	Wellington / News - Reporters
Reporting to	Executive Editor, News Gathering
Direct Reports / Functional Relationships	Wellington reporters, Night Bureau Chief (Wellington), Day Editor, Digital Editor, Planning Editor, Night Editor, Bulletin Editors, Homepage Editors, Morning Report Editor, Checkpoint Editor, First Up Editor, Editor Multimedia, Auckland and Christchurch bureau chiefs, Social Media Editor.
Position Type	Permanent / Full-time

Te Tūranga - About the Role

As the Bureau Chief, you will be instrumental in leading the news team to delivering quality radio news and digital journalism for the growing capital city and the region, South of Taupo. In addition to attracting new audiences to RNZ, your focus will be on enthralling and original reporting, coverage of the biggest news stories of the day, and handling all breaking news.

Te Mahi - About the job

This role is about leading and managing a team to deliver great news stories which attract people in Wellington and the surrounding regions, to RNZ's radio and digital platforms.

- Develop, lead and support a top-class newsroom, full of talent and energy, to cover the city and surrounding regions.
- Drive and inspire the news agenda for the region by top coverage of breaking news but also breaking original news stories.

- Initiate and facilitate training and development to enable staff to deliver top quality journalism.
- Organise rosters, performance and pay reviews and maintain an energetic team through expert leadership and inspiring management.
- Develop a strong and resilient relationship with other news managers to ensure Wellington is a key part of the national news mix.
- Drive towards a diverse and flexible newsroom that can support the demographic makeup of the region.
- Proactively manage the Wellington newsroom budget.
- 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.

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.

Ōu Pūkenga - About You

Qualifications	• Appropriate journalism qualification or equivalent achieved through relevant experience • Previous experience managing news staff
Knowledge & Experience	• An understanding and proven experience managing and leading news staff • Expertise in driving a news agenda and news gathering. • Comprehensive understanding of media law, editorial standards, and journalistic ethics. • Interest and knowledge of RNZ's charter, treaty obligations, and public interest journalism • A strong understanding of Wellington and its people
Skills	• Proven credibility as a journalist • Expertise in running a news team and driving a news agenda • Handling breaking news

	• Commitment to multimedia storytelling • Builds and maintains strong, constructive relationships across news teams, programmes and the wider organisation • Engagement with promoting the value of diversity, including obligations under the Treaty of Waitangi.
Personal Attributes	• Leadership and Teamwork • Strategic Capability • Managing Self • Outcome Driven • Management

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.

 I understand and develop myself and others	 I execute our strategy, with and through others	 I embrace and lead change
• 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	• 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	• 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