

BBC WORLD SERVICE

Job Title:	Broadcast Journalist (Investigations)
Department:	BBC Africa
Location:	Nairobi
Reports to:	Senior Broadcast Journalist – Africa investigations
Contract:	Attachment/ Fixed Term Contract (12 months)

The BBC is an international multimedia broadcaster on radio, TV, online and social networks with a weekly global audience of 320 million. As part of an historic and exciting expansion of BBC Africa, the BBC World Service is launching new current affairs, features and TV news programmes and innovative digital services in London, Nairobi and Lagos.

BBC Africa's expansion aims to increase the impact of BBC journalism and strengthen the BBC's international offer to benefit audiences.

THE JOB

This post is part of BBC Africa's investigations team. The purpose of the role is to produce a wide variety of multimedia output, but primarily television documentary (30 min and one hour) and digital documentary production to be broadcast across Africa.

RESPONSIBILITIES

- Work with the investigations team in Kenya to research, develop and produce investigative documentary and digital documentary projects.
- Use a range of video, audio and digital equipment and information technology to research, write, assemble, edit and deliver outputs in the appropriate medium, to the highest professional standards
- Exercise editorial judgment in developing story ideas and producing accurate and impartial journalism
- Undertake pre and post production and studio work, live and pre-recorded. Use a range of video, audio & digital equipment and information technology to research, write, assemble, edit and deliver programmes in the appropriate medium, to the highest professional standards.
- Liaise closely with other team members and with other departments in the BBC, to ensure that output material is shared, duplication is avoided, and best practice is upheld
- Take a lead within a team setting or on delivering a specific piece of journalism or project as appropriate
- Tailor different news treatments for different audiences ensuring that the output reflects the audiences we serve
- Prioritise and plan activities taking into account all the relevant issues and factors such as deadlines staffing and resources available
- Produce engaging packages through a range of production skills
- Delivering to tight deadlines while maintaining the highest editorial standards.
- At all times to carry out duties in accordance with the BBC Health and Safety policy

ESSENTIAL KNOWLEDGE, SKILLS AND EXPERIENCE

- Significant recent experience in documentary and investigative documentary production.

- Recent experience working as part of a team of investigative journalists
- Demonstrates sound editorial and policy decisions based upon a clear understanding of the BBC's distinctive news agenda, the requirements of news and current affairs coverage, the programme departments and the audience
- Ability to use technology as required, in order to gather material for broadcast. Preferable experience in self-op filming and rough cut editing on non-linear systems
- An extensive track record of work in Sub-Saharan Africa – with at least 3 years working on African content or on the continent itself.
- Experience in developing investigative content – from idea generation to proposal stage.
- Understands how a team works effectively and adopts the most appropriate role
- Able to build and maintain effective working relationships with a range of people
- Demonstrates a commitment to improving diversity in the BBC and understands how individual differences can benefit the BBC
- Effective planning and organizing skills, ability to concentrate on several areas of work at one time, prioritizing, delivering consistently to deadlines and reacting positively to changes and conflicting priorities
- Ability to write creatively in an engaging manner, adapt, produce and translate with accuracy, clarity and style appropriate to differing audiences and forms of media suitable for multimedia output
- The flexibility and adaptability to sustain performance, particularly under pressure to meet deadlines and changing priorities and circumstances
- An understanding of Health & Safety procedures and how it applies to broadcasting
- Experience in managing budgets and observing tight financial targets.
- A high level of editorial awareness and judgement in line with the BBC's and News Directorate policy.
- A thorough knowledge of the African media market and the changing needs of the audience.
- Fluency in Swahili, French, Hausa or another African language desirable.

COMPETENCIES

The following competencies (behaviours and characteristics) have been identified as key to success in the job. Successful candidates are expected to demonstrate these competencies.

Editorial Judgement - demonstrates balanced and objective judgement based on a thorough understanding of BBC editorial guidelines, target audience, programme and department objectives. Makes the right editorial decisions, taking account of conflicting views where necessary.

Decision Making - Ready and able to take the initiative, originate action and be responsible for the consequences of the decisions made.

Collaborative working & Managing Relationships - Experience of developing successful working relationships with a wide range of individuals and organisations, including at a senior / executive level. Recognises the importance of sharing and disseminating information and contacts. Takes care and time to maintain and develop existing relationships. Is aware of, and shows understanding and respect for, other people's needs and actions. Values individual differences. Actively provides opportunities for others to participate in group situations. Has an ability to establish rapport quickly and effectively with new clients/ people

Commitment to the BBC - demonstrates an interest and willingness to help the BBC achieve its objectives in the target area.

Creative Thinking - able to transform creative ideas into practical reality. Can look at existing situations and problems in novel ways and come up with creative solutions.

Planning and organisation - able to think ahead in order to establish an efficient and appropriate course of action for self and others. Prioritises and plans activities taking into account all the relevant issues and factors such as deadlines, staffing and resources.

Communication - able to get one's message understood clearly by adopting a range of styles, tools and techniques appropriate to the audience and the nature of the information.

Influencing and persuading - able to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change.

Managing relationships and team working - able to build and maintain effective working relationships with a range of people. Works co-operatively with others to be part of a team, as opposed to working separately or competitively.

Resilience - manages personal effectiveness by managing emotions in the face of pressure, setbacks or when dealing with provocative situations. Demonstrates an approach to work that is characterised by commitment, motivation and energy.

Flexibility - adapts and works effectively with a variety of situations, individuals or groups. Able to understand and appreciate different and opposing perspectives on an issue, to adapt an approach as the requirements of a situation change, and to change or easily accept changes in one's own organisation or job requirements.