

## **JOB DESCRIPTION**

Job Title:	Business Editor
Department:	BBC Africa
Location:	Nairobi, Kenya
Reports to:	Africa TV & Digital Video Editorial Lead
Contract:	Local Terms & conditions

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 a new Business weekly TV programme and innovative digital content alongside existing African Business output.

### **The Job**

We are looking for a creative and motivated Business Editor to lead a new Africa Business Unit and launch new business video and TV products for African audiences. You will need to have excellent knowledge of business affairs in Africa, global business, and an understanding of what audiences are looking for in digital and social media business coverage as well as a real nose for original, creative journalism. The challenge of the role is to develop a truly compelling multiplatform offer within in the constraints of the availability of rights issues. The role will work closely with Languages Business Editor and business specialists across the BBC, both domestic and in global news outlets.

### **Main duties**

- To co-ordinate, plan, guide and inspire all business related coverage across the Africa Service and lead on major business news.
- To editorially lead the launch of new TV and digital business content for Africa
- To be a key point of liaison with BBC Business, particularly the Global News Business Editor and the Business interactive team.
- To encourage original journalism and distinctive, innovative content and share it with the wider BBC
- To work with visual journalism and production teams to develop compelling TV and digital formats.
- To develop a lively and engaged social media approach to business coverage working very closely with the Languages digital teams.
- To ensure that the potential of business news is maximized in all African language output and developing new formats and styles.
- Promote the sharing of ideas, material, information and contacts across African language services and with English.
- Seek out opportunities for more efficient ways of working in a multiplatform and multilingual environment.

- Recruit, deploy, lead, manage, train and develop the staff.
- Work with the rest of the management team to build an open, collaborative and creative culture.
- To manage commissioning and production budgets effectively.

#### **REQUIRED SKILLS ABILITIES AND EXPERIENCE**

- Excellent track record of delivering high impact, multiplatform Business content for an African audience.
- The ability to deliver editorial innovation and develop great digital and TV content and stimulate new thinking about business journalism.
- Experience of leading and managing a team of journalists.
- Experience of managing budgets and observing tight financial targets.
- An understanding of major international business and how to maximize their potential.
- Establish and develop strong working relationships with colleagues in the African Service, Global News, BBC News, BBC Business, and across Language hubs.
- Strong planning, negotiation and influencing skills and the ability to co-ordinate and plan business coverage from major events.
- Strong communication skills.
- Knowledge of the African media market and the changing needs of the audience.
- Thorough knowledge of African Business and international current affairs.
- Strive for diversity of contributors, in terms of gender, ethnicity, disability and age.
- Experience of making sound judgements on matters of editorial sensitivity.
- Knowledge and practical experience of weekly and/or daily journalism.
- A thorough knowledge of all the requirements of the BBC Producer Guidelines and Editorial policies.
- An understanding of the agendas and requirements of the various BBC News international facing platforms.
- A high level of editorial awareness and judgement in line with BBC and News Directorate policy.
- Appreciate and demonstrate the BBC Values.
- Resilience, determination, ambition, energy and enthusiasm.

#### **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 judgment** - makes the right editorial and policy decisions based upon a clear understanding of the BBCs distinctive news agenda.

**Imagination / creative thinking** - translates news and current affairs into high quality video and text content through a detailed understanding of the requirements of digital and social media and possession of the necessary writing, directing and reporting skills.

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

**Planning and organising** - is 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 requirements.

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

**Influencing and persuading** – the ability 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 cooperatively with others to be part of a team, as opposed to working separately or competitively.

**Leadership** – ability to create a vision and inspire others to realise it irrespective of circumstances

**Subject knowledge** - demonstrates an expanding knowledge of Business, online editorial and technological developments and business trends in international news

**Analytical skills** - simplifies complex problems, processes or projects. Identifies casual relationships and constructs frameworks for problem-solving and/or development.

**Communication** - the ability 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.

**Developing talent and diversity** - coaches others to build on strengths and improve on weakness, gives and listens to regular, honest feedback, grows the BBC's new leaders, recruits and develops talent from a diverse range of backgrounds, connects with people from all parts of society

**Flexibility** - adapts and works effectively with a variety of situations, individuals or groups. Is 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.

A job specification is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be complete, detailed account of all aspects of the duties involved.)