

JOB TITLE	Multi-Media Broadcast Journalist
DEPARTMENT	BBC Somali Service
REPORTS TO	Editor, BBC Somali Service
LOCATION	Nairobi
GRADE	Local

ORGANISATION

Working in a multi-media team of journalists, the post holder will report to the Editor, BBC Somali Service. On a daily basis, you will be under the supervision of the Senior Broadcast Journalist/Desk Editor, as appropriate. Shift work will be required which will include nights, weekends and public holidays.

JOB PURPOSE

To originate, research, prepare, produce and present items, packages, interviews, discussions, complete programmes, background, analysis and features, for radio, TV, digital and social media. To ensure that any programme material for which the post holder is responsible meets the standards required by the BBC. To work as duty editor for specific broadcasts or periods of time, as required.

DUTIES

To research, report, write, translate, edit, reversion or adapt stories or programme material for broadcasting and online publication. To find contributors and interviewees as well as other sources of material and/or actuality, as appropriate and to the required specification whilst maintaining professional journalistic standards of accuracy, impartiality and fair dealing and adhering to the BBC Editorial Guidelines. To ensure the availability of required production facilities.

To perform at the microphone with or without a script, edit and voice packages, conduct interviews and chair discussions and act as a participant in other productions, whether live, pre-recorded or on location.

To offer ideas for items, programmes/series and online output and to actively contribute to the editorial planning process. To suggest new angles on existing stories, means of moving the story on, and to put forward stories not yet covered.

To be responsible for a moving story, amending and updating material as required. To be able to freshen, and reversion a story. To be responsible for thinking through and around editorial problems, developing realistic alternative strategies and approaches.

To understand the department's strategy and to suggest ideas appropriate to its distinctive style and content.

To liaise closely with other team members and with contributors, reporters and stringers. To advise other parts of the BBC on issues and themes in our area.

To be responsible for studio production of live and pre-recorded programmes. To respond to breaking stories whilst on air and to resolve technical difficulties.

After appropriate training, to be able to use a range of audio & digital equipment and information technology software to research, write, assemble, edit and deliver programmes in the appropriate medium, to the highest professional standards.

To build and maintain links with BBC News Online, to enable the efficient production of online content.

To be responsible for efficient use of allocated resources.

All Multi-Media Broadcast Journalists may be required to travel outside Kenya on short reporting trips and assignments and to spend longer periods of time in the target area.

All Multi-Media Broadcast Journalists may be required to work with or move to other programme teams on a multi-media basis and to have the ability to work across a range of skills and in a flexible manner, and to carry out these responsibilities in accordance with the BBC's overall standards and values.

KNOWLEDGE, EXPERIENCE AND SKILLS

Essential

Recent and relevant experience as a multi-media broadcast journalist.

A full command and up to date knowledge of Somali (first or equivalent language).

A good knowledge of English including complete comprehension of written and spoken English and the ability to communicate effectively.

Wide and up to date familiarity with Somalia and the wider Horn of Africa and an in-depth understanding of the areas' history, politics, social issues and culture as well as the changing needs of the audience. An extensive knowledge of the media situation in the target area and the way it is developing.

A good knowledge of, and interest in East African, British and international current affairs, particularly insofar as they affect the target areas.

An excellent broadcasting voice and strong presentation skills with the ability to perform at the microphone with flair. Good interviewing skills.

Ability to write, adapt and translate with accuracy, clarity and style appropriate to differing audiences and forms of media.

Good keyboard/computer skills and the ability to acquire technical skills and to operate technical equipment. Practical experience and extensive knowledge of the internet and an understanding of the potential of new technology is essential.

Desirable

Knowledge of the aims, objectives and standards of the BBC World Service.

Knowledge of any of Kiswahili, Arabic, French, Hausa, Kirundi or Kinyarwanda.

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 the BBC Editorial Guidelines, target audience, programme and department objectives. Makes the right editorial decisions, taking account of conflicting views where necessary.

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, set backs 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.

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