

Job title	Senior News Editor		
Job family	Journalism	Band	F

Job purpose
Responsible for managing a large service, region, programme or platform, or a large team of journalists.

Key responsibilities and accountabilities
<ul style="list-style-type: none"> • Lead strategic news planning for the production of all content production and maximise the impact of stories across all platforms to build audiences and increase audience approval. • Set and deliver a clear editorial concept for all output and content and communicate this concept to the teams. • Maximise the benefits of technology for our audiences. • Promotes and rewards teamwork, and challenges attitudes or processes that prevent it. Sets an example by distributing resources, knowledge, ideas and skills across the organisation, builds helpful, productive relationships within the BBC and outside. • Responsible for the day-to-day running of multi-discipline teams and developing new ways of working, collaborating with other BBC departments on projects to make use of resources and deliver editorial impact. • Coaches others to build on strengths and improve on weakness, gives and listens to regular feedback, helps develop the BBC's new leaders, recruits and develops talent from a diverse range of backgrounds. • Responsibility for the programme rota, and oversight of budgets, appraisal, training and staff support. Working with the Editor/Regional Editor, they will run the management team of Assistant Editors, ensuring that management tasks are assigned, and programme priorities managed effectively. • To assist in developing the strategy and agenda for the teams, to communicate that strategy and to assist in leading and coordinating the team to that end. • Foster an environment of productive employee relations, responding to and anticipating challenges from staff, unions and audiences. • Ensure health and safety policy guidelines are implemented and adhered to, and that appropriate safety training is provided. Ensure that the team and its output work within BBC guidelines on health and safety, diversity and inclusion and new ways of working.

Knowledge, skills, training and experience
<p>Essential</p> <ul style="list-style-type: none"> • Substantial experience of journalism and production, as well as proven editorial judgement and substantial experience of managing editorial and operational staff and facilities in a daily news environment. • Demonstrates balanced and impartial judgement. Makes the right editorial decisions with guidance. • Demonstrates proficiency in the use of broadcast and computer based technology and stays current with developments in this field. • Ability to foster creativity and experimentation, shows openness to new ways of doing things. • Ability to think strategically and describe the concept in a way which motivates others towards that goal – able to convert long term aims into short and medium term goals.

- Demonstrates a commitment to improving diversity in the BBC and understands how individual differences can benefit the BBC.
- Able to prioritise and plan activities taking into account all the relevant issues and factors such as deadlines, staffing, budgets and resource requirements.
- Ability to communicate to differing audiences and across all forms of multimedia output.
- Maintains personal effectiveness in the face of pressure, setbacks or when dealing with demanding situations. Demonstrates an approach to work that is characterised by commitment, motivation and passion.
- Awareness of News Strategy and its implications for the key agenda areas of BBC News: diversity; reaching new audiences; multi-skilling; health and safety and the ability to put these policies into practice.

Job impact

Decision making

Significant level of responsibility. Exercises initiative but seeks guidance where necessary.

Scope

Typically responsible for directly managing a team of Assistant Editors and Senior Journalists – team sizes may vary.

Other information

For Reward team use only

Job Code	
Definition:	Content

This job description 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 a complete, detailed account of all aspects of the duties involved.

Appendix

Division	News
Reports to (title)	Head of Indian Languages
Location base	Delhi

Role content	
---------------------	--

About us

The BBC's Delhi news bureau is one of the largest outside London, with c250-people working in a fully equipped, modern newsroom.

Following a major investment programme in 2016, the BBC now publishes news in six Indian languages from Delhi – in Gujarati, Hindi, Marathi, Punjabi, Tamil and Telugu.

Delhi is also home to a small online team for BBC News, working in English. It maintains a dedicated India index of the BBC News website and an Indian “edition” of the top-level BBC.com homepage. There is also a “BBC News India” social presence, including a Facebook page with 3.4 million followers.

Our digital audience (English and local languages) in India has risen to more than 31 million people a week, and continues to grow rapidly.

The role of the India digital editor spans all seven languages, with a particular responsibility for growing our reach among English-speaking Indian audiences. News online in Delhi will report to this role, as do all WS language service editors. The digital editor reports to the Head of Indian Languages, who in turn is accountable to commissioning and output editors in London

The role is expected to:

- Bring more digital expertise to the editorial leadership in Delhi
- Help the Delhi newsroom assume more autonomy: it's a very large bureau in its own right now, not an outpost of London or Singapore.
- Accelerate growth in our English-speaking audience in India. The BBC News Online team is small, and can gain from being more integrated with Newsgathering and Languages
- Continue to raise the editorial quality and ambition of our India languages' output on digital platforms
- Increase our overall multilingual/multiplatform impact in a crowded Indian digital news market

Additional job specific responsibilities and accountabilities

You will be an outstanding journalist who can direct and shape all digital output from Delhi to increase the reach, distinctiveness and impact of BBC journalism.

You will be a digital expert, with a deep understanding of all aspects of online publishing, including SEO, data, metrics and dashboards, mobile formats, and social media.

You will have a firm grasp of the digital strategy and business targets for the BBC in

India, both for the publicly-funded World Service (news in india languages) and the commercially operated BBC.com/news (news in English). You will have a clear understanding of the behaviour and news needs of online consumers, and the BBC's place in the market.

You will have excellent interpersonal skills and be comfortable working in a large and "matrix" organisation structure. The role requires close collaboration with (English) Newgathering correspondents in India, with World Service teams in London, and with the editors of BBC News online in London and Singapore.

Proficiency in one or more Indian language besides English would be a distinct advantage. An in-depth understanding of India, its culture, politics, society and place in the world, will be essential.

The role also manages day-to-day certain central editorial functions in Delhi, including the visual journalism team and the growth editor.

Approval	
Manager	James Montgomery, Executive Digital Editor, News
HR Business Partner	Denise Noronha
Date	August 2020