

JOB DESCRIPTION

Job Title:	Senior Broadcast Journalist (Investigations)
Department:	BBC Africa
Location:	Nairobi
Contract:	1 year attachment
Grade:	Local Recruit
Reports to	Investigations Editor (Africa)

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 a historic and exciting expansion of BBC Africa, the BBC World Service is launching new current affairs and news programmes and innovative digital services to work alongside existing African Services.

The Job

We are looking for talented and motivated Senior Broadcast Journalist to work in BBC Africa's new Investigations Unit. They will be based in Nairobi and will be the key link from the continent to the commissioning editors back in London. The successful candidates will have extensive experience of TV investigative journalism with a variety of different approaches as well as a wide range of contacts. They will be expected to originate and produce long-form (30min and 1 hour) investigative documentaries from Nairobi for the investigations unit. They will have experience in producing 30 min current affairs and investigative documentaries in Africa.

In addition they will be a key point of contact for journalists on the continent to pitch investigative ideas. Working with the Investigations Editor they will help develop investigative experience for BBC Africa journalists and freelance journalists. An extensive contact book in Africa is required, with at least 3 years of experience either covering or direct field work in the continent.

The successful candidates will be an experienced Senior Broadcast Journalist or producer with expertise in developing investigative content and innovative TV and digital storytelling. They will work with the BBC Africa Investigations Editor to commission stories, documentaries and content relevant for an African audience. The Senior Broadcast Journalists are responsible for planning and shaping stories and will work closely with Africa Service reporters and freelancers ensuring they meet the BBC's editorial standard and are legally safe. It is expected they may also need to travel to hostile environments and a thorough experience of running teams in these areas is preferred. In addition the role requires managing complex news roll-out in a broadcast organisation (Planning and implementing news / social / radio cut-downs of investigative stories)

Main duties

- To develop and deliver distinctive, significant investigations and current affairs documentaries (30min and 1 hour) which achieve high levels of impact and appreciation amongst African audiences. From the development of ideas, through the creative process of gathering material, to the editing and delivery of outstanding content.

- To work with the investigations unit to develop impactful investigative stories by effectively managing a large contact list of contributors as well as help local freelance and BBC Africa staff develop ideas to be made into documentaries and digital documentaries
- To contribute new perspectives and deeper exploration to big, moving stories.
- To work with other departments within the BBC and with external Africa Service TV and Digital Partners, including independent production companies.
- To oversee and comply content and ensure it meets BBC standards and legal requirements.
- To deputise for the Investigations Editor and line manage some member of the team, train and develop the staff.
- To forge relationships with other investigative organisations and programmes within the BBC.
- To manage production budgets effectively.
- An understanding of the law in relation to broadcasting.
- A full command of written and spoken English and an excellent track record in producing written news/ digital and TV news packages.
- To manage the deployment of teams into hostile environments
- To manage the development of story ideas which fit with a sub-Saharan African audience.

REQUIRED SKILLS ABILITIES AND EXPERIENCE

- Excellent track record of delivering high impact TV (30mins and 1 hour) documentaries, investigations and experience of different investigative approaches.
- A good working knowledge of long form and short form production techniques suitable for television, digital video, Online and other formats.
- An extensive track record of work in Sub-Saharan Africa, with at least 3 years working on African content or on the continent itself.
- A track record in editorial innovation and in developing great digital and TV content.
- Experience of managing a team of journalists
- Knowledge of BBC News and Current Affairs output, BBC News and Newsgathering.
- Knowledge of the African media market and the changing needs of the audience.
- Thorough knowledge of African news and international current affairs.
- Experience of managing budgets and observing tight financial targets.
- Experience of making sound judgements on matters of editorial sensitivity.
- A thorough knowledge of all the requirements of the BBC Producer Guidelines and Editorial policies.
- A high level of editorial awareness and judgement in line with BBC and News Directorate policy.
- Proven experience in dealing with complex legal issues for broadcast.
- Well-developed communication skills.
- Strive for diversity of contributors, in terms of gender, ethnicity, disability and age.
- Appreciate and demonstrate the BBC Values.
- Resilience, determination, ambition, energy and enthusiasm.
- Proven experience in deploying teams into hostile environments.
- Proven experience in the management of complex short-form news and social rollouts for long form programmes.

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 BBC's 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 news and current events, 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.)