

<b>Job title</b>	<b>Head of Journalism</b>		
<b>Job family</b>	<b>Journalism</b>	<b>Band</b>	<b>SL</b>

## Job purpose

Responsible for managing teams and output across a range of platforms and/or programmes, editing a high-profile programme or having strategic responsibility for a specific aspect of Journalism. This may include overseeing international or regional staff and content. Significant accountability as reporting line will be to either a Senior News Controller or News Controller.

## Key responsibilities and accountabilities

- To develop, set and lead a future-facing strategy, maximising editorial value and increasing audiences/users as well as ensuring alignment with the wider BBC and News, or Nations and Regions, objectives.
- To provide creative leadership and editorial vision to enhance the strength, depth, range and quality of output, ensuring that this is done in line with strategic priorities.
- To provide editorial leadership and managerial direction with responsibility for the staff, output and finances across designated teams.
- To work collaboratively across News, or Nations and Regions, and the wider BBC to ensure a consistent and coherent approach to all editorial development with shared knowledge and information, and mutual support where appropriate.
- To implement editorial planning and content review processes to ensure commitment to quality.
- To safeguard BBC journalistic and editorial standards, support the BBC brand and enhance reach, reputation and the impact of the BBC.
- To give direction to Editors on the development and implementation of business plans for their sub areas of responsibility.
- To lead on team management activities including recruitment, development, training and employee relations activities and processes, in line with agreed standards and practices.
- To take managerial, editorial and financial responsibility for a team of journalists, production and support staff, including their training, development and wellbeing.
- Responsible for delivery of designated budgets and pro-actively identify solutions to address budgetary pressures and potential overspends that may arise.
- To review regularly the performance of each team or area of responsibility to establish current performance and to set appropriate objectives.
- To ensure health and safety responsibilities and legal obligations are understood and met within the teams and areas under their responsibility.
- To seek out and nurture new diverse staff, on and off air.
- To represent the BBC at a senior level and take accountability for the implementation and delivery of wider BBC projects.

## Knowledge, skills, training and experience

### Essential

- An expert in their field, providing professional leadership and acting as a role model to teams and colleagues.
- Adept at managing numerous and diverse senior and executive level stakeholders, often operating under tight timescales and managing competing priorities.
- Experience of operating at a senior level in the public sector, public service and/or liaising with external/governmental stakeholders.
- A convincing and persuasive communicator, required to engage and influence teams, as

well as senior stakeholders, able to establish effective and collaborative relations across BBC departments, and external agencies/stakeholders where required.

- Awareness of current markets, trends and issues within the broadcasting industry and wider media sector, and deep knowledge of output across the whole of the BBC, as well as that of competitors.
- Internally or externally recognised source for creative thinking and innovation.
- Functional expert with broad and comprehensive understanding of theories, systems and practices relevant to their functional area.
- Thorough understanding of the way in which output is commissioned, financed and produced.
- Broad and comprehensive understanding of BBC’s legal, contractual agreements and regulations as they apply to programme making, broadcasting and digital media.
- Experience in managing significant budgets and understanding key financial drivers.

<ul style="list-style-type: none"> <li>• <b>Job impact</b></li> </ul>
<p><b>Decision making</b></p> <ul style="list-style-type: none"> <li>• Develop, adapt and execute team or departmental plans in line with strategic plans and direction from Board and other Leaders.</li> <li>• Undertake a wide range of activities factoring in multiple, diverse considerations, requiring complex analytics and decision making, interpretative thinking and a solutions-focused approach.</li> <li>• Significant level of responsibility. Exercises autonomy but may seek guidance where necessary.</li> </ul> <p><b>Scope</b></p> <ul style="list-style-type: none"> <li>• Typically responsible for a large team of 200+ and/or a platform/service or responsible for a team of Assistant Editors and Senior Journalist who work on a high- profile programme, or has strategic responsibility for a specific aspect of News. This may include overseeing international or regional staff and content.</li> <li>• In-depth knowledge of how own sub-function or team integrates within the division, including how processes and resources interact to help achieve functional/divisional targets and objectives.</li> </ul> <p><b>Strategic impact/Influence</b></p> <ul style="list-style-type: none"> <li>• Provides input into functional strategy.</li> </ul> <p><b>Reporting structure</b></p> <ul style="list-style-type: none"> <li>• Reports to Senior News Controller or News Controller.</li> </ul>

<b>Other information</b>	
<b>For Reward team use only</b>	
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.*