

## **BBC WORLD SERVICE JOB SPECIFICATION**

**Job Title:** Kabul Bureau Editor

**Reports to:** Editor, BBC Afghan, with dotted lines to Editor, BBC Persian and Editor, BBC Central Asia

**Grade:** 9D

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### **Job Purpose:**

The Kabul Bureau Editor is responsible for ensuring the highest editorial and production standards, and for planning, coordinating and managing the output from inside Afghanistan for all World Service Language outlets, as well as English when required.

### **Main Duties**

1. Managing TV, Radio and Digital teams working in Afghanistan, including shoot edits and studio manager, for BBC Afghan, BBC Persian and BBC Uzbek, leading them in coverage of news events, original journalism and analysis.
2. Providing editorial leadership to reporters based in Kabul and across the country.
3. Driving high quality creative, and distinctive coverage of Afghanistan-related stories with impact for TV, Radio and Digital platforms in line with the highest BBC editorial standards of balance, accuracy and objectivity.
4. Planning ahead for future big news events and developments. Working closely with Editors in London and the teams in Afghanistan to ensure there is a joined-up planning process for all platforms and services.
5. Ensuring that all of the output produced by World Service Language teams in Afghanistan meets the needs of audiences in the country and around the world.
6. Working with Editors in London to ensure BBC journalists in Kabul and around Afghanistan know what is expected from them, and providing regular feedback.
7. Dealing with the changing security situation in Afghanistan and working with Editors in London and the BBC High Risk team in order to ensure the safety of staff.
8. Overseeing the personnel management of all editorial staff in Afghanistan in line with BBC policies and practices.

9. Developing and maintaining strong and collaborative relationships with Newsgathering and Planning editors across the WS and BBC News.
10. Building relationships with government departments, NGOs, and other appropriate public and private institutions in Afghanistan.

### **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.

Leadership – Ability to create a vision and inspire others to realise it irrespective of circumstances.

Editorial Judgement - demonstrates balanced and objective judgement based on a thorough understanding of BBC editorial guidelines, target audience, programme and department objectives. Makes the right editorial decisions, taking account of conflicting views where necessary.

Strategic Thinking – Can identify a vision along with the plans which need to be implemented to meet the end goal. Evaluates situations, decisions, issues, etc. in the short, medium and longer-term.

Decision Making – Is ready and able to take the initiative, originate action and be responsible for the consequences of the decision made.

Imagination / Creative Thinking – Is able to transform creative ideas/impulses into practical reality. Can look at existing situations and problems in novel ways and come up with creative solutions.

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

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.

Business Management – Is able to understand commercial imperatives and trading relationships, appropriately applies business principles in terms of costs, the market and added value.