

## **BBC WORLD SERVICE**

### **JOB SPECIFICATION**

<b>Job Title:</b>	Video Journalist
<b>Department:</b>	BBC World Service/South Asia
<b>Location:</b>	Lahore, Pakistan
<b>Grade:</b>	Local terms and conditions
<b>Reports to:</b>	Planning Editor, Indian Languages
<b>Contract:</b>	Continuing

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### **CONTEXT**

BBC World Service is an international multimedia broadcaster, part of BBC News, delivering a wide range of language and regional services and working increasingly with other parts of BBC News to serve global audiences. It uses multiple platforms to reach its weekly audience of 429 million globally, including TV, digital platforms including social media, AM, FM and shortwave radio, digital satellite and cable channels. As part of an historic and exciting expansion, the BBC World Service has launched four new language services serving audiences in India – Gujarati, Marathi, Punjabi and Telugu – to work alongside two existing services, BBC Hindi and BBC Tamil.

All six Indian language services are based predominantly in the BBC's Delhi bureau, working closely and collaboratively with all teams in that office and with teams in the BBC's headquarters in London to deliver the best service for BBC audiences.

All Language Services are multiplatform, with a multimedia website with a focus on digital video, text, interactivity for both desktop and mobile platforms, and a daily TV news programme for the Hindi, Tamil and Telugu services. Each service aims to make international news relevant to an Indian audience, and bring international perspectives to bear on Indian and global developments.

We are looking for a creative Video Journalist (VJ) to work for the Indian Languages team based in Lahore, Pakistan.

### **JOB PURPOSE**

- To work under supervision of the Planning Editor, BBC Indian Languages to ensure content is published on time to the highest editorial and technical standards and shared as appropriate across the wider BBC.
- With a track record of news and current affairs video production, you will be responsible for location lighting, filming, editing, post production and product delivery.

- The job requires making strong and creative journalism for a digital audience and a knowledge of relevant journalism law.

## **MAIN DUTIES**

- You will edit and produce engaging video content for multiple outlets and digital platforms for use across multiple South Asian languages, making sure content is reversionable.
- You will ensure content is accurate and informative whilst striving for creative and imaginative output.
- You will be able to reversion content for different services and different digital platforms.
- You will be able to record video interviews and other types of original content as required.
- You will originate and organise ideas for video production projects, from filming to processing of material for BBC Indian languages in South Asia.
- You will ensure the best standards of video production are set and adhered to.
- You will observe and carry out any requirement outlined in BBC News Safety Policy and specifically to conduct Risk Assessments wherever appropriate.
- You will be required to share and promote video across the BBC using the Global Content Exchange and other sharing technologies as appropriate.
- You should be able to use social media and other new platforms for promoting video content in relevant languages.
- You should demonstrate an understanding of the editorial needs, technical requirements and workflow across BBC World Service and BBC News.
- You may be required to travel off base on short reporting trips and assignments and to spend longer periods of time on story deployments.

## **ESSENTIAL KNOWLEDGE, SKILLS AND EXPERIENCE**

- Command and up to date knowledge of written and spoken Urdu and very good English.
- Fluency in spoken Punjabi is desirable.
- Experience of digital newsgathering, using various cameras and filing video from the field. Knowledge of outside broadcast techniques would be an advantage.
- A good presence on camera and experience of Facebook lives would be an advantage.
- Experience of producing and editing high quality video content on a regular basis.
- The ability to quickly adapt to new and changing technologies.
- The ability to encourage, guide and assist colleagues who are new and unfamiliar with video and digital.
- The ability to confidently use Final Cut Pro, Davina, Jupiter, Jex, JFE and other tools and applications as required.
- Broad understanding of current technical issues involved in production of video content and a demonstrable interest in new media technologies.

- Good keyboard/computer skills and the ability to acquire technical skills and to operate technical equipment.
- Proven ability to originate, plan, develop and organise story ideas.
- Good understanding of impartiality and journalistic values, and the ability to produce content for diverse and underserved audiences.
- High level of interpersonal skills including the ability to communicate stories to other teams.
- Capacity to translate complex ideas into engaging broadcast material.
- Flexibility.
- Understanding of BBC News safety and risk procedures and guidelines.

## 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 BBC Editorial Guidelines, target audience, programme and department objectives. Makes the right editorial decisions, taking account of conflicting views where necessary.
- **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.
- **Planning and Organisation** – 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 own 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** – 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.
- **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.
- **Managing relationships** – Able to build and maintain effective working relationships with a range of people.

- **Self-Development** – Is able to identify and apply opportunities for learning and development.

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DATE OF ISSUE: November 2019 (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.)