

Job Title: Head of West Africa

Division: World Service Group

Reports to: Regional Editor, BBC Africa

Base: Lagos, Nigeria

The role:

The BBC World Service is expanding its multimedia operations in Africa by doubling the number of language services from six to 12 and investing in modern TV and Digital production facilities.

Three of the new language services, Igbo, Pidgin and Yoruba will serve our audiences in Nigeria where the BBC already broadcasts in Hausa.

The BBC is looking for a creative and progressive leader to coordinate and oversee all editorial activities in Nigeria and across French speaking Africa.

This role will be part of BBC Africa's senior management. Based in Lagos, the post holder will line manage language service editors as well as TV and Digital Video teams working at various offices in the region. They will also undertake other leadership responsibilities as required by the BBC Africa Regional Editor.

Context

The BBC World Service remains the leading international broadcaster in Africa, reaching a weekly audience of more than 100 million across all platforms and Social Media.

Africa's media landscape is changing. It is one of the fastest developing news markets in the world with mobile technology transforming lives, internet connectivity increasing, the radio market remaining relatively strong and Television migrating from analogue to Digital.

The new investment by the BBC World Service in Africa aims to increase its reach and impact among audiences by targeting the continent's young, aspiring middle class and women. It will also offer African broadcasters a range of formal training and development schemes, including mentoring and journalism training weeks.

MAIN DUTIES:

Provide dynamic, thoughtful and inspiring editorial leadership and managerial direction to WS Languages and programmes serving audiences in Nigeria and Francophone Africa.

Line manage all West Africa Language Service editors in Lagos, Abuja, Dakar and London.

Jointly line manage TV and Digital video production teams in the region.

In close coordination with the Regional Editor BBC Africa to provide strategic leadership of the BBC as a whole in the region, ensuring that this is done in accordance with World Service Group strategic priorities and demonstrating value for money.

Work with language service editors and programme editors to ensure content is produced to the highest editorial, production and brand standards.

Act as editorial reference point for Language Services and programmes in the region.

Recruit, retain and develop staff in line with equal opportunities and diversity policies.

Work closely with Business Development, International Bureau Management team, HR, Audience & Insights, Marketing, Technical, High Risk representatives for the region.

To act as a facilitator of change, making sure best practices are shared between language teams.

Lead the team in the creation of a collaborative working environment which maximises the efficient use of staff and resources and develops the necessary skills base of the team, and following BBC procedures and standards.

Effectively manage conflict whenever it arises and deal with performance, capability and conduct issues whenever necessary.

Apply editorial performance review of the Language Services in the various locations against specific business objectives.

Manage staff in the region with full awareness of duty of care in high risk areas.

Investigate and engage in editorial and commercial partnerships with external partners.

Work closely with the Head of Newsgathering in Africa for matters relating to news coverage, commissioning and deployment in West Africa.

To lead from an editorial perspective the annual budget process for each service in collaboration with the Regional Editor BBC Africa.

To lead the Languages appraisal process in the region including BBC Afrique staff in Dakar and those of BBC Hausa in London.

REQUIRED SKILLS, KNOWLEDGE & EXPERIENCE

1. Fluent spoken and written English. Knowledge of Hausa, French, Pidgin, Yoruba or Igbo is desirable but not mandatory.
2. A track record of success in a senior editorial role with proven experience over a range of output across platforms
3. Experience of selecting, developing and leading managerial and programme staff from different backgrounds
4. A sound knowledge of production and distribution processes, techniques and technology, and how emerging technology can most effectively be harnessed for the benefit of the audience.
5. Experience in managing conflict and dealing with performance management, capability and conduct issues.
6. Knowledge and understanding of the digital market in Nigeria and other key parts of West Africa. Proven senior experience of journalism in the digital field and with strong digital production skills and the ability to spot gaps in the market to develop opportunities for the BBC
7. Experience of producing and coordinating high impact original journalism.
8. Experience of leading a sizeable team through change, e.g. platform changes, acquiring new skills, supervision etc.
9. Experience of managing budgets and the commitment to achieving the most efficient and cost effective use of resources.
10. Ability to motivate and develop editorial staff to make innovative and imaginative programmes.
11. Ability to make major decisions with authority and under pressure and to identify, prioritise and interpret key stories of the day.
12. Ability to manage resources, staff, technical facilities and budgets, in order to make challenging programmes in the most cost effective manner.

COMPETENCIES:

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

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

Leadership: Ability to create a vision and inspire others to realise it irrespective of circumstance.

Editorial Judgement: Makes the right editorial and policy decisions based upon a clear understanding of the BBC's distinctive news agenda, the requirements of news and current affairs coverage as well as those of the programme departments.

Creative thinking: Translates news and current affairs into high quality programming through a detailed understanding of the requirements of the broadcast media and possession of the necessary writing, directing and reporting skills.

Decision Making: Is ready and able to take initiative, originate action and be responsible for the consequences of decisions.

Influencing Others: Presents sound and well-reasoned arguments to convince others. Draws from a range of strategies to persuade people in a way that results in agreement or behaviour change.

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.

Managing performance: Sets challenging team and individual, shares clear expectations about required performance levels, rewards success and addresses performance issues quickly and fairly, treats team members with honesty, respect and compassion.

Living the BBC Values: Sets high standards for the world's most trusted broadcaster, demonstrates a passionate commitment to the BBC's brand values.