

<b>Job title</b>	<b>Senior Journalist</b>		
<b>Job family</b>	<b>Journalism</b>	<b>Proposed band</b>	<b>D</b>

**Job purpose**

Responsible for an area of output, including editorial control, reporting, selection and compilation of material, production, leading teams and planning and implementing effective use of resources.

**Key responsibilities and accountabilities**

- Responsible for originating and producing stories which may include scripting, editing, outputting, filming and presenting content across a range of BBC output.
- Commission and select relevant materials ensuring they meet expectations of our audiences and adhere to the BBC’s editorial
- May be required to undertake On-Air reporting, may be required to film and edit material for broadcast where appropriate.
- May include the production and presentation of programmes. This might be live or recorded.
- May be required to present the content on radio, TV or on line. This might be live or recorded.
- As required, to allocate work to a team and check progress; ensure the professional contribution of staff and the quality of output.
- Seek ways to increase diversity in our workforce and to ensure that our output reflects the audiences we serve.
- Deliver journalism of the highest standard and within the required timeframe using available resources.
- To act as a facilitator of change, clearly communicating and sharing best practices are shared between teams.
- Delivering to tight deadlines while maintaining the highest editorial standards.
- At all times to carry out duties in accordance with the BBC Health and Safety policy.

**Knowledge, skills, training and experience**

**Essential**

- A thorough understanding of production methods used in BBC news and the ability to adapt to new media.
- A high standard of editorial judgment, writing ability and production skills based on substantial broadcast journalism experience.
- Exploits opportunities offered by existing and emerging technologies to their fullest extent.
- Ability to work effectively as a member of more than one team. Resolving conflicts as necessary.
- Ability to manage resources, staff, technical facilities and budgets, in order to make challenging broadcasting in the most cost effective manner.
- Demonstrates a commitment to improving diversity in the BBC and understands

- how individual differences can benefit the BBC.
- Prioritises and plans activities taking into account all the relevant issues and factors such as deadlines, staffing and resources.
  - Ability to write creatively in an engaging manner, adapt, produce and translate with accuracy, clarity and style appropriate to differing audiences and forms of media suitable for multimedia output.
  - The flexibility and adaptability to sustain performance, particularly under pressure to meet deadlines and changing priorities and circumstances.
  - An understanding of Health & Safety procedures and how it applies to broadcasting.

<b>Job impact</b>
<p><b>Decision making</b>                  Significant level of responsibility. Exercises autonomy but seeks guidance where necessary. No formal management responsibility but may informally manage more Junior staff.</p> <p><b>Scope</b>                  A senior journalist covering a wide range of journalism activity, with significant experience and responsibility for programme/content creation.</p>

<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.*

**Appendix**

There may be sub-sets of the generic job described above which require additional technical skills. This appendix to the generic job description can be developed to cover such situations.

<b>Division</b>	<b>Africa TV Investigations</b>
<b>Reports to (title)</b>	<b>Marc Perkins</b>
<b>Location base</b>	<b>Nairobi</b>

<b>Organisation structure</b>	

<b>Additional job specific responsibilities and accountabilities</b>
<ul style="list-style-type: none"> <li>• Preferable experience in reporting and/or producing investigative content for TV</li> <li>• Preferable experience in undercover filming</li> <li>• Preferable experience in dealing with undercover teams</li> <li>• Preferable track record of developing 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.</li> <li>• A good working knowledge of long form and short form production techniques suitable for television, digital video, online and other formats.</li> <li>• An extensive track record of work in the Sub-Saharan Africa, with at least 2 years working on African content or on the continent itself.</li> <li>• A track record on editorial innovation and in developing great digital and TV content.</li> <li>• A thorough knowledge of African news and international current affairs.</li> <li>• Experience in managing budgets and observing tight financial targets.</li> <li>• Experience of making sound judgements on matters of editorial sensitivity.</li>   <li>• Preferable experience in dealing with complex legal issues for broadcast.</li> <li>• Well-developed communication skills.</li> <li>• Strive for diversity of contributors, in terms of gender, ethnicity, disability and age.</li> <li>• Appreciate and demonstrate BBC values.</li> <li>• Resilience, determination, ambition, energy and enthusiasm.</li> <li>• Preferable knowledge in deploying teams into hostile environments.</li> <li>• Preferable experience in the management of complex short-form news and social rollouts for long-form programmes.</li> </ul>

**Approval**

**JOB DESCRIPTION**



<b>Manager</b>	Marc Perkins Editor, Africa Eye
<b>HR Business Partner</b>	Marion Lahayville
<b>Date</b>	