



**JOB DESCRIPTION**

<b>Post Title:</b>	<b>Journalist Level II – Sports</b>
<b>Responsible to:</b>	Principal Editor Sports
<b>Salary Band:</b>	Band 02-03

**Job Purpose**

Responsible to produce quality sports news reports and programmes ensuring high standard of all sports news reports and programmes produced and broadcast.

**Key Result Areas**

**FUNCTIONAL**

**Produce and present quality sports news reports and programmes and ensuring high standard**

- Source for sports news/stories.
- Generate original ideas for sports stories.
- Conduct interviews in creole, English and French.
- Coordinate and direct television and radio crews whilst on assignments.
- Write scripts for sports news stories, features and programmes (TV and Radio).
- Prepare and present sports news and programmes (TV and Radio).
- Live sports events commentary.
- Produce reports on all matters associated with area of functional responsibility, whenever required.

**STAFFING**

**Manage and Lead personnel and team(s) under responsibility.**

Specifically:

- Responsible to ensuring professionalism and high standards in Functional and Behavioural performance.
- Provide coaching and leadership to develop the team(s).
- Monitor performance and ensure efficient utilisation of staff effort
- Review staff performance and provide feedback both as a regular function and as part of the Appraisal process.
- Ensure staff have appropriate training and development plans.
- Ensure staff are trained and equipped to carry out their duties in an efficient, cost effective and safe manner.
- Ensure that under-performance (whether Functional or Behavioural) are addressed in a timely and effective manner, and according to established policies and procedures
- Ownership of Succession Planning for the team(s) under responsibility
- Promote team working and effective communication.

**FINANCIAL**

**Ensure cost-effective utilisation of Resources.**

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A job description is a written statement of the essential characteristics of the job, with its accountabilities, principal job purpose & results areas. It incorporates a note of the skills, knowledge and experience required for a satisfactory level of performance. It is not intended to be a complete, detailed account of all aspects of the duties involved. Nor does it supplant contractual obligations.

*Specifically:*

- Eliminate or Reduce Wastage, where identified
  - Continually find ways to perform functions cost-effectively
  - Proper Planning to reduce costs
  - Ensure equipment & assets are used and maintained properly
  - Contribute in Budgeting and Cost-control, where required/requested
  - Identify and pursue revenue-generating opportunities
- **Assist in the development and promotion of a Safety, Health & Environmental culture within the SBC.**
    - Promote Safe & Healthy conduct at work
    - Set a personal example in Health & Safety compliance through:
      - Observing safe working practices as advised and instructed
      - Considering Safety & Health of self and others who may be affected by work activities
      - Be an advocate of greener environmental practices, notably in Energy saving and cutting down on waste
    - Report Incidents or Hazards which have led or may lead to injury
    - Build and enhance an adequate knowledge of, and compliance with the Health and Safety principles and practices, consistent with your responsibilities

**Essential Qualifications/Experience**

- 'O'Level Principal Pass including English and French
- Ability to communicate well, verbally and in writing with both internal and external customers.
- Good organisational and time management skills.
- Strong self-motivation and the ability to work with a degree of autonomy and to use one's own initiative.
- IT Competent, particularly in use of Email, Microsoft Word and Excel at Intermediate Level

**Desirable Qualifications / Experience**

- Full Driving Licence

### Core Behavioural Competencies

<b>COMMITMENT</b>	<ul style="list-style-type: none"> <li>• Demonstrates consistent application of focused energy to fulfil obligation and objectives.</li> <li>• Capable of dealing effectively with significant pressure.</li> <li>• Demonstrates a strong results orientation.</li> <li>• Willing and able to put the needs of the organisation before individual or departmental needs.</li> </ul>
<b>JUDGEMENT</b>	<ul style="list-style-type: none"> <li>• Able to reach sound productive decisions and conclusions through a process which includes actively gathering information from a range of sources and perspectives, and honestly assessing the decision-making environment, including the risks and benefits.</li> </ul>
<b>COMMUNICATION</b>	<ul style="list-style-type: none"> <li>• Able to communicate with clarity using a range of methods and styles suited to the purpose and audience.</li> <li>• Effectively communicates ideas and is able to get their point across with colleagues and external stakeholders alike.</li> <li>• Able to listen to others.</li> </ul>
<b>TEAMWORK &amp; INTERPERSONAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Demonstrates a clear capability to actively contribute as part of a team.</li> <li>• Proactively shares information with others and encourages mutual support.</li> <li>• Able to develop and maintain sound interpersonal relationships with others.</li> <li>• Behaves in a manner that is accepting and inclusive of all people, adapting style, approach and communication accordingly.</li> <li>• Is non-discriminatory and open to changing beliefs and perceptions.</li> <li>• Behaves in a professional and appropriate way to set the right example in the workplace.</li> </ul>
<b>CHANGE CAPABILITY</b>	<ul style="list-style-type: none"> <li>• Demonstrates enthusiasm for change and capability to adapt to changing circumstances.</li> <li>• Contributes new ideas and willing to challenge the status quo.</li> <li>• Has the ability to push the boundaries to seek continuous improvement.</li> <li>• Constantly looks to improve ways of working and shares constructive ideas and suggestions to do this.</li> </ul>
<b>BUILDING RELATIONSHIPS</b>	<ul style="list-style-type: none"> <li>• Puts continuous effort into building and maintaining relationships.</li> <li>• Accepts conflict as an opportunity to strengthen the relationship.</li> <li>• Responds willingly to requests for help and information, where possible.</li> <li>• Is honest and open.</li> <li>• Works collaboratively with others.</li> <li>• Keeps stakeholders up to date with activities and progress to maximise trust.</li> </ul>
<b>ACHIEVEMENT DRIVE</b>	<ul style="list-style-type: none"> <li>• Performs tasks to a high standard.</li> <li>• Has a 'can-do' co-operative style, works hard and likes to get things done.</li> <li>• Is motivated by success and finishing what have started.</li> <li>• Plans and prioritises workload in order of urgency and importance. Able to prioritise effectively and plan flexibly to be able to deal with change.</li> <li>• Capability to structure workload in a realistic way.</li> <li>• Able to take responsibility for ensuring work is completed to a standard which meets expectations</li> <li>• Strives to get things right first-time</li> <li>• Willing and able to use initiative.</li> </ul>