EXCITING INTERNAL CAREER OPPORTUNITIES

The Standard Group PLC is a multi-media organization with investments in media platforms spanning; newspaper print operations, television, radio broadcasting, digital and online services. The Standard Group is recognized as a leading multimedia house in Kenya with a key influence in matters of national and international interest. Our various media platforms include: The Standard Newspaper, KTN Home, KTN News, BTV, Farmers T.V, Radio Maisha, Vybez Radio, Spice FM, Berur FM, The Nairobian Weekly Newspaper and Standard Digital. As part of strengthening our operations, Editorial Department is currently looking for smart, ambitious and qualified professionals to fill the positions below.

Checkpoint Editor

Reporting to Intake Editor

Overall Purpose of the Job
Checkpoint is a Macro-desk that is designed to give the Standard Group an edge in the area of in-depth, well-researched and data-driven journalism.

Key Accountabilities
- Responsible for data gathering to support in-depth journalism across the converged newsroom, including data from internal and external sources.
- Ensures the data specialists on the desk work closely with all desks to identify and develop data-based stories.
- Works with the various desk editors to understand their content plans and find opportunities to infuse data journalism in the same on a daily basis.
- Ensures data is processed and organized in a way that supports journalism across all desks in the newsroom.
- Works with audio-visual editor to ensure proper and timely visualization of data in support of stories coming from desks across the newsroom.
- Works with Digital and Echo Editors to ensure timely delivery of visualized data (graphics) to consumers on digital platforms.
- Together with the Investigative Editor, the Checkpoint editor, plans and supervises delivery of investigative stories in the short and medium term.
- Works with thematic desks to plan and execute investigative stories in the various areas of interest.
- Works with output editors, digital, TV, Radio and print to plan for investigative stories, ensure proper editing and delivery of the same to audiences on the various platforms.
- Directs the research function on the desk to ensure it meets the needs and requirements of all desks across the newsroom.
- Oversees the Fact-Checking function in the newsroom to ensure it effectively plays the role of debunking fake news in circulation especially on social media.
- Ensures the fact-checking function regularly produces stories that debunks what is fake, puts the relevant facts in the public domain and explains the news.
- Coordinates the vital collaboration of the desk with independent and reputable fact-checking organization outside the newsroom.

Person Specifications
Academic and Professional Qualifications
Bachelor's degree in a relevant field such as data science, accounting, actuarial science from a recognized university.

Experience
Five years' experience in newsroom management.
At least six years' experience in data journalism, preferably in a busy newsroom.

Skills and Attributes
- Innovative individual with a good understanding of the future of journalism and how newsrooms are reshaping their operations to meeting rising audience needs.
- Evidence of ability to work with data to produce compelling stories.
- Ability to work with modern data collection and processing tools such as spreadsheets.
- A good team leader who is good at coordinating work among different groups.

City Editor

Reporting to Intake Editor

Overall Purpose of the Job
This role is responsible for focusing on the specific areas of delivery as well as coordinating the production of the right content at the right time.

Key Accountabilities
- Providing a range of content that allows all platforms to publish strong and authoritative content.
- Focusing on the big stories and working collaboratively as a team.
- Manage the content creation for quality and deadlines.
- Informing the Intake Editor of work progress, any problems encountered and areas where he may require assistance and/or facilitation to complete assignments within the agreed deadlines.
- Identifying areas of improvement/development in daily news reporting and making appropriate recommendations to the Intake Editor.
- Providing guidance in the news gathering process and leadership to all other members of staff.
- Ensuring stories collected are balanced, properly presented, free of error and in line with laid down editorial policy and house-style.
- Contribute to the Converged Standard Newsroom's creative process, actively suggesting story ideas, angles, treatment and production concepts.
- Ensuring there are no cases of libel and defamation in stories filed so as to cushion the Group against risks of suits.
- Editorial conception and management- defining a rolling annual editorial plan and coherent editorial lines.
- Planning respective editorial department schedules.
- Driving and monitoring the movement of content.
- Ensuring quality content for viewing/publishing.
- Leading, directing and motivating staff which includes. meetings, work cycles and shifts. disciplining and resolving job related issues.
- Overseeing the overall operations in respective editorial departments.
- Participate in hiring and disciplining of employees' activities from time to time.

Person Specifications:
Academic and Professional Qualifications
A Bachelor's degree in Media, Journalism or related discipline.

Experience
5 years' relevant work experience in leading teams.

Skills and Attributes
- Must possess the right linguistic mix in order to lead the production of content in both English and Kiswahili.
- Must have deep knowledge of the subject areas (National, Economics, Politics, Culture/Entertainment/Lifestyle, Sport) or In-Depth/Investigations skills.
- Keen eye to detail.
- Data interpretation skills.

Program Editor

Reporting to Deputy Editor – KTN News

Overall Purpose of the Job
This role is responsible for the editorial content and the running order of the news programmes.

Key Accountabilities
- Ensuring programmes have the right content at the right time for broadcast, as agreed through the planning process.
- Engage with the Intake areas in case of breaking or fast developing news, so that live updates and background resources are made available for impact and relevance.
- Actively contribute with story and programme ideas, shared through the Global Planner, and engage with the commissioning process from the start, so that the content generated is relevant for the programmes.
- Work closely with producers and non-editorial teams to make sure the programme is error-free and crafted with flair, quality and ambition.
- Participate in hiring and disciplining of employees' activities from time to time.

Person Specifications:
Academic and Professional Qualifications
A Bachelor's degree in Media, Journalism or related discipline.

Experience
5 years' relevant work experience.

Skills and Attributes
- People management skills.
- Networking skills.
- Must possess the right linguistic mix i.e. English and Kiswahili.
- Must have deep knowledge of the subject areas (National, Economics, Politics, Culture/Entertainment/Lifestyle, Sport) or In-Depth/Investigations skills.

Reporters (Investigative, Radar, Economy, Political, National and Kisumu Bureau)

Reporting to the various Macro Desk Editors

Overall Purpose of the Job
This role is responsible for covering, researching, reporting and writing stories for publication.

Key Accountabilities
- Work closely with the Editors and Subeditors to make sure final adjustments and small additions are made to the reports.
- Look after 'furniture' content (i.e. fixed, regular content that needs preparing on a daily or weekly basis such as syndicated content, etc.) is prepared and ready for reporting and publication.
- Taking notes, carrying out interviews, checking out facts and submitting stories within set deadlines during assignments.
- Processing the news/feature/ report - briefing the editor on the content of the information gathered and its newsworthiness. do further research if any required, and the actual writing (typing it out) in all forms, whether a feature or a news story.
- Researching and collecting background information required to make stories complete, topical, informative, credible and analytical Compliance with Editorial Journalistic Ethics.
- Writing and processing stories collected to ensure they are balanced, properly presented, free of error and in line with laid down editorial policy and house-style.
- Following news leads and maintaining close and effective contact with news sources.
- Contribute to the Converged Standard Newsroom's creative process, actively suggesting story ideas, angles, treatment and production concepts.
- Informing the Editor of work progress, any problems encountered and areas where he may require assistance and/or facilitation to complete assignments within the agreed deadlines.
- Identifying areas of improvement/development in daily news reporting and making appropriate recommendations to the Editor.
- Ensuring there are no cases of libel and defamation in stories filed so as to cushion the Group against risks of suits.
- Participate in hiring and disciplining of employees activities from time to time.

Person Specifications:
Academic and Professional Qualifications
A Bachelor's degree in Media, Journalism or related discipline.

Experience
4 years' relevant work experience.

Skills and Attributes
- Ability to work within established rules, regulations, Policies and practices.
- Writing skills.
- Ability to make independent decisions.

Sub Editors (Echo, National, Entertainment and Radar Desks)

Reporting to the various Macro Desk Editors

Overall Purpose of the Job
Subeditors make sure that copy prepared by the Intake Desks fit and work on the newspaper pages, making final adjustments, if required.

Key Accountabilities
- Last stop for checking typos and errors – factual or grammatical – before publication.
- Provide regular feedback to the Intake desks so that common errors are avoided in the first place and the newspapers' print style are adopted from the first draft onwards.
- Subs in the Intake areas provide the essential checks to pages being produced through templated concepts, releasing time and effort for print Subs to deal with more complex pages or last-minute updates before the product goes to press.
- Work closely with designers and visual experts (illustrators, graphic designers, photographers) to make sure visual content is right and in place for the final pages.
- Proof reading and editing stories for grammar and style, and teaching those skills to the staff.
- Looking out for ambiguity, unclear copy and jargon, and noting holes in stories such as missing information, unanswered questions or other journalistic problems that require a line editor's attention.
- Setting assignment of duties as well as handling selected administrative functions, including employee performance development, training and coaching.
- Contributing to the managing and updating of the newspaper's style guidelines.
- Contribute to the Converged Standard Newsroom's creative process, actively suggesting angles, treatment and production concepts.
- Proofreading pages and graphics for accuracy, style consistency and common sense.
- Meeting production deadlines and actively driving timely newsroom workflow.
- Handling customer requests and complaints in a prompt, courteous and professional manner.
- Participate in hiring and disciplining of employees' activities from time to time.

Person Specifications:
Academic and Professional Qualifications
A Bachelor's degree in Media, Journalism or related discipline.

Experience
3 years' relevant work experience.

Skills and Attributes
- Must possess the right linguistic mix in order to lead the production of content in both English and Kiswahili.
- Strong editing skills.
- Keen eye to detail.

If you possess the above qualifications and the drive to meet the challenge, please apply to vacancies@standardmedia.co.ke not later than **Monday, 14th February 2022.**