



EXTERNAL JOB ADVERTISEMENT

Posted 16/01/2019

LOCATION:	South Sudan
JOB TITLE:	Radio Trainer
REPORTS TO:	Project Manager –Capacity Building
DURATION:	Until end November 2019. anticipated start, February 2019 Local Terms and Conditions
SALARY:	Competitive within South Sudan NGO market rates

BBC Media Action:

BBC Media Action believes in the power of media and communication to help reduce poverty and support people in understanding their rights. Our aim is to inform, connect and empower people around the world. We are passionate about people getting the information they need and in turn being able to communicate – to good effect – with those in power.

To achieve this, Media Action partners with civil society, local media and governments to:

- Produce creative Programmes in multi-media formats, based on robust research, which inform and engage audiences around key development issues;
- Strengthen the media sector through building professional capacity and infrastructure.

BBC Media Action delivers a portfolio of media and communication for development projects in South Sudan. We seek to expand this portfolio of work, ensuring that existing projects are delivered on time, to budget, to the highest standards, and in accordance with BBC editorial values as well as Media Action best practice.

Overall Purpose of Job:

The Radio Trainer will be responsible for both assessing the overall training and support needs (editorial, production, management, finance, technical broadcast), and leading the delivery of editorial and production training for at least five partner radio stations.

She/he will support the process of identifying target capacity building partners, conduct needs assessments at target stations, and produce needs assessment reports with recommendations to share with internal teams. The Trainer will also devise and commission appropriate training material for each of the stations with international training support. The job will involve travel to each station in order to carry out the required training and mentoring. The post holder will work closely with the BBC Media Action Production department, drawing on the department's inputs when designing training tools, and support from the department to deliver training. The Trainer will also support the Production department to ensure effective relationship management of target partner stations, and be a key point of contact for Production and Research and Learning departments to maintain mechanisms for audience

feedback from the stations. The Trainer will also write reports on progress and production and editorial recommendations for each station.

Main Role and Responsibilities

- In cooperation with BBC Media Action's Research and Learning team and Editorial Development, prepare, complete and write up a comprehensive needs assessment for radio partner stations.
- With international training support, and using BBC Media Action training tools, design and prepare training modules, materials and guidelines that meet the needs of radio partner stations and the objectives of BBC Media Action projects in South Sudan.
- Carry out face to face training workshops and remote mentoring in radio editorial and production skills for BBC Media Action projects.
- Help develop the overall quality of local programming of the partner radio stations: technical quality, content and format.
- Develop and maintain a good relationship with the local partner stations, following up on impact of training and addressing any issues and challenges the stations are facing in implementing the new skills learned from the training.
- Prepare and lead trainings on communication for local civil society organization (CSOs) and non-governmental organisations (NGOs).
- Support radio partners as they build a strong network of local organizations through communications training in cooperation with local CSOs and NGOs.
- Working with Research and Learning, prepare and design pre and post training assessment feedback mechanisms.
- Participate in BBC Media Action training as required.
- Draw on input from BBC Media Action South Sudan Production department to support the training of partner radio stations.
- Work with BBC Media Action Research and Learning team to strengthen mechanisms for gathering feedback from listeners.
- Travel to radio partner stations in South Sudan at regular intervals
- Any other duties that you may be assign to do by your Line Manager

Required knowledge, skills and experience

- Experienced producer in radio;
- Experienced trainer/coach in media development projects. Experience in facilitation and training, using hands-on participatory approaches. Training of Trainers experience desirable;
- Awareness of BBC Editorial Guidelines
- A good understanding of the potential of Social Media
- Experience in curriculum development and writing of training materials;
- Fluency in use of digital field recording equipment, basic studio equipment and Adobe Audition editing software;
- Spoken and written English mandatory. Must be computer literate;
- Ability to speak Simple Arabic, and ideally other local South Sudanese language(s);
- Willingness to spend time in the field, with limited facilities, sometimes under harsh conditions;
- Relevant academic qualifications;
- Must be self-reliant, resourceful, good problem-solver, good humored, and flexible.

Key Competencies:

The following competencies (behaviors and characteristics) have been identified as key to success in the job. Successful candidates are expected to demonstrate these competencies:

- **Analytical Thinking** – Able to simplify complex problems, processes or projects into component parts, explore and evaluate them systematically. Able to identify causal relationships, and construct frameworks for problem-solving and/or development;
- **Decision Making** – Is ready and able to take the initiative, originate action and be responsible for the consequences of the decision made;
- **Planning and Organization** – Is able to think ahead in order to establish an efficient and appropriate course of action for self and others. Prioritizes 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 characterized 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 behavior 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.

Familiarity with the BBC's Values and Editorial Policy is highly regarded.

If you are interested, and you think you meet the requirement above, please send your cover letter and update CV as a one folder document to official BBC email address; bbc.ma.recruitment@gmail.com

Or you can hand deliver it to BBC Media Action Officer Located in Tong Ping near Immigration office same building with Vistas and opposite Hofana Supermarket.

Deadline is on Wednesday 630th February 2019, 5:00 PM Juba Local Time.

