

South Sudan

VACANCY ANNOUNCEMENT
(External)

Ref No. BBC MA/JBA/2023/17/NOV/08/RTC-LIL

Job Title:	Radio Training Coordinator
Number of positions	One (1)
Line Manager:	Head of Production
Contract type/Time:	12 months fixed term
Location:	Juba, with travel to the field
Eligibility:	South Sudan National only
Deadline for submission:	5 th December 2023, 5 PM CAT
NOTE:	AS THIS POSITION IS URGENTLY REQUIRED, SHORTLISTING MAY START BEFORE THE APPLICATION DEADLINE.

ABOUT 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.

PROJECT BACKGROUND:

Life in Lulu is BBC Media Action's long-running radio drama in South Sudan. In the past the storylines focused on beliefs about health, conflict, and peaceful co-existence. To date, 8 series of the drama have been produced and BBC Media Action is preparing to produce an additional 2 series. These will focus on youth civic engagement, including sexual and gender-based violence. The drama will be produced in local languages and broadcasted nationally and across community stations, use digital platforms and work with CSOs to implement community outreach activities.

OVERALL, PURPOSE OF THE JOB:

The Radio Training Coordinator will be responsible strengthening the production and editorial capacity of 13 selected partners stations in positive GBV and governance related topics. The trained stations should be able to report improvements in feedback mechanisms, programming accuracy, variety, and relevance of the topics. This entails

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capacity assessment and overall training and support needs (editorial, production, management, and technical broadcast) for 13 partner radio stations and overall management of all the broadcast stations.

Main Duties:

- Conduct training needs, develop a capacity building training plan (that will include a formal training syllabus and a long-term mentoring and production plan). Whilst the Training Coordinator will be responsible for developing these, he or she will be supported by both BBC Media Action's Global Training Advisor and the Senior Production Manager at BBC MA South Sudan.
- Responsible for developing capacity building Key Performance Indicators (KPIs) and working with the Research and Learning team to develop a research approach to monitor and assess the success of our approach.
- Develop and execute an appropriate training material for each of the stations with international support and will be the key point of contact between BBC Media Action and the partner stations. The job will involve travel to each station to carry out the required training and mentoring.
- They will ensure management and tracking of all broadcasts of Lil by the partner stations and ensure all agreed deliverables are met.
- Will collect all the call logs and callers' feedback.
- The Trainer will write progress reports on production and editorial skills and further recommendations for each station.
- Submit monthly impact stories related to capacity strengthening of radio stations.
- Will be engaged in issues relating to GBV and governance and have a demonstrable ability to engage with women and men, girls and boys on these issues.
- In cooperation with BBC Media Action's Research and Learning team and Editorial development, prepare, complete, and write up a comprehensive needs' assessment for partner stations.

PERSON SPECIFICATION - REQUIRED KNOWLEDGE, SKILLS, AND EXPERIENCE

- Graduate of Journalism, Social Science, Education, Arts or other related.
- Experience producing radio content– for example: conducting sensitive interviews.
- making programmes about taboo topics; producing or presenting live discussion programmes about social issues.
- Seasoned radio producer and editor – with recent experience recording audio in the studio and in the field and ability to use and demonstrate use of Adobe Audition
- Proven experience in training of production teams. Experience conducting training or trainers training would be an asset.
- Experience working with local radio station partners in South Sudan. Experience of co-production would be an asset.
- Experience developing training syllabuses or plans and devising training material.
- Excellent time management skills and understanding of deadlines. Ability to supervise and support a team to deliver to programme deadlines.
- Ability to think creatively and inspire a team to produce creative, engaging, impactful radio content.
- Ability to think strategically and plan long-term – mapping out topics and themes across a season or an entire project.
- Able to communicate effectively at all levels within the organisation.

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- Ability to work effectively as part of a team and to lead a team when required.
- Fluency in written and spoken English. Knowledge of additional South Sudanese languages would be an asset and computer literate.
- Willingness to travel.
- Excellent writing and presentation skills
- Knowledge of Microsoft Office

COMPETENCIES:

The following competencies (behaviours 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 organisation** – Is able to think ahead in order to establish an efficient and appropriate course of action for self and others. Prioritises and plans activities considering 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 characterised 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 behaviour 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.**Self-development**– Is able to identify and apply opportunities for learning and development.

APPLICATION SUBMISSION CRITERIA:

To apply, please submit your **CV** of maximum 3 pages, **cover letter**, Copies of **Academic documents**, and **National ID Card** to email address Recruitment@ss.bbcmediaaction.org.

OR

Submit at the BBC MA office. Ensure to register before submission of your application.

MANDATORY:

The position should be clearly indicated in the email subject line as **“Radio Training Coordinator_BBC BBC MA/JBA/2023/17/NOV/08/RTC-LIL”**.

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SAFEGUARDING:

The role involves working with groups of vulnerable children and adults. BBC Media Action is committed to providing a safe and trusted environment for every person connected to the work we do; and to preventing any type of unwanted behaviour including sexual harassment and exploitation, abuse, and financial misconduct (a zero-tolerance policy). Any candidate offered a job with BBC Media Action is expected to share and demonstrate our values and adhere to BBC Media Action' Safeguarding policy and sign BBC Media Action' Code of Conduct. A police or any previous work place background check may form part of the recruitment process.

QUESTION:

Do you have anything in your history, either professionally or personally, that conflicts with BBC Media Action Code of Conduct?

Yes Please provide further comments in additional sheet of paper and attached with your application.

No

All declarations will be kept confidential. Please note, non-disclosure of something that could impact your role, may lead to termination of your contract, if successful recruited.