

## **NAMIBIA MEDIA HOLDINGS**

**NMH, an equal opportunity employer, has the following vacancy for a dynamic and energetic person with Namibian citizenship.**

### **EDITOR: REPUBLIKEIN**

**Paterson Grade: D4**

#### **Job Purpose**

To lead and manage a team of journalists by implementing the policy and strategy as determined by the Executive Committee:

- To daily publish the most relevant factual and informative newspaper in the country to ensure competitive advantage
- Manage online media posts, pictures and visual material
- Manage social media to stay competitive, relevant and timeously
- Manage multimedia channels to stay competitive, relevant and timeously

#### **Minimum Qualifications, Education & Experience**

- Relevant tertiary qualification in journalism or media studies.
- 10-years' experience in an editorial multi-channel environment, with at least 5 in a senior position
- Previous experience in multimedia journalism of at least 5 years
- A well-established contact base/network
- Thorough working knowledge of newspaper, online, social and visual and media production and the media environment
- Well-developed writing and video and editing ability in required languages
- Proficiency in relevant computer applications and packages
- Thorough understanding of the target market of the publication
- Valid driver's license

#### **Skills & Competencies**

- Ability to work under pressure and meet strict deadlines
- Creative and innovative
- Excellent written, visual and verbal communication skills in required languages
- Strong interpersonal skills
- Excellent attention to detail
- Excellent journalistic skills
- A keen news sense
- Problem-solving ability
- Planning and organizing skills
- Sound judgment

#### **Key Performance Areas**

- Implement the Republikein's strategic objectives
- Develop and implement editorial policy
- Lead and manage editorial planning
- Ensure readership and viewership targets are met
- Monitor, evaluate and implement trends in global media
- Identify, evaluate and edit news and posts and programs
- Identify and develop news articles, visual, in print and social media including news themes
- Lead, motivate, mentor and inspire a team
- Control the editorial budget

- Represent and act as an ambassador of the brand
- Coordinate training of journalists in multimedia journalism

#### **Duties & Responsibilities**

- Develop a vision to take the publication forward and implement the Republikein’s annual strategic objectives to the advantage of the Republikein.
- Develop and implement editorial policy to provide guidelines and direction to staff to create a conducive environment in which journalists can function optimally in multimedia journalism.
- Leading and managing all aspects of editorial planning as well as working with researchers to ensure a dynamic strategic knowledge of the reader and the market thus meeting readership and viewer targets.
- Ensure readership and viewership targets are met (notwithstanding external market factors) by leading and managing all aspects of editorial planning; work with researchers to ensure a dynamic strategic knowledge of the reader and viewer and the market.
- Clearly understand the reader by continually evaluating feedback and comment, while also monitoring, evaluating and implementing trends in global media to position the paper for the future.
- Identify, evaluate and edit news specifically for the target market/type of multimedia; take responsibility for editorial comment and content of Republikein to ensure longevity of the Republikein.
- Coordinate news gathering with the assistance of the News Editor on a daily basis to achieve deadlines and improve content continuously by the hour as well as daily seven days a week.
- Identify and develop news articles and news themes to ensure relevance of the paper.
- Lead, motivate, mentor and inspire a team, and mobilise them to ensure the editorial vision is achieved
- Liaise with management, advertising and marketing divisions to ensure the best possible product is produced on a daily/weekly basis.
- Safeguard and control the editorial budget and costs to stay within the expense budget and prevent wastage.
- Represent and act as an ambassador of the brand to reaffirm the brand and promote it.
- Work with the marketing team on reader and industry events to build brand loyalty and innovative reader contact points.
- Coordinate training and guidance of journalists in the style required by the paper to maintain high journalistic standards on multimedia platforms.
- Adhere to and uphold the Namibian Media Code of Conduct to ensure ethical behaviour at all times.
- Ensuring the Republikein is relevant, on time, accurate 24/7 365.
- Working with and collaborating with all brand of NMH to ensure effective utilisation of resources.

Interested candidates who qualify for the above position can forward their CV with certified copies of qualifications and relevant documentation to:

The Human Resources Department

E-mail: [vacancies@nmh.com.na](mailto:vacancies@nmh.com.na) Please write “**EDITOR: REPUBLIKEIN**” in the subject line.

**Shortlisted candidates must prepare a 20-minute presentation on how they intend achieving the Key Performance Indicators listed above, which they must present during the interview.**

Please note: Only short-listed applications will be contacted and will need to present a task assignment. No documents will be returned. Covid-19 vaccination required. Appointments will be granted to suitable vaccinated candidates.

**Closing date: 06 May 2022**

**Interviews: 11 May 2022**