

THE BUREAU OF INVESTIGATIVE JOURNALISM

JOB PROSPECTUS

CEO AND EDITOR-IN-CHIEF



Dear applicant,

This is a fantastic time in the history of the Bureau and an exciting moment to take over the leadership of this highly ambitious organisation.

The Bureau's mission is to hold power to account, reveal hidden truths and bring unheard stories to the surface. What could be more important at this point in time?

Over the past few years we have built a strong, confident team producing exciting journalism that makes a real difference in the world. Our work has won countless awards and earned the Bureau a solid reputation. Our brand is growing globally and locally among publishers and broadcasters with whom we have developed many strong partnerships. We have a sturdy pipeline of funding from foundations and grant-makers and have put in place organisational structures that are helping build resilience.

We are proud of what we have built, but we know we can do more. We want our work to have an even greater impact and for our brand to become known beyond our industry. We want to build our own audience and further our growth. We want to keep pushing the boundaries of investigative journalism and create a more diverse team.

To do this we need a bold and inspired leader who can continue to develop our journalism while also bringing a vision to further our impact, grow our financial resources, and develop our team and audience.

This could perhaps be the best job in journalism. It certainly offers a rare opportunity to shape a newsroom that has big ambitions and the resources to operate on a global stage while making significant change in our local communities.

On behalf of my fellow board members I thank you for your interest in the Bureau and your application.

James Lee, Chairman of the Board of Directors



About TBIJ

This is an exciting time in the development of the UK's leading, not-for-profit newsroom. Over the past three years we have transformed the organisation from a small group of journalists wanting to spark change into a diverse team of 40 people delivering hard-hitting, innovative journalism that makes a real difference both in the world and in its approach to the work.

Our stories cover important areas through global and local partnerships. From our innovative Bureau Local project that works with reporters and communities across the country to our global teams covering health, finance, big tech and the environment, we dig deep into a story and work hard to ensure our revelations are also a catalyst for change. This means our team of reporters and editors work alongside impact producers and community organisers so the story is not just told but makes a difference.

Over the last year, our stories have splashed on the front page of the New York Times and led the BBC and ITV television news bulletins. They've been published in Le Monde, El País, Die Welt and other leading outlets in more than 100 countries. We've worked with Bloomberg, Sky, Channel 4 News and all the major UK papers. We partnered on a Panorama investigation and produced an eight-part podcast series. We coordinated a team of 20 local freelance reporters in a court-reporting project with the BBC, worked with more than 300 Deliveroo drivers to investigate low pay and collaborated with partners across Latin America to unearth the bully tactics of big pharma. We have also worked with leading B2B and specialist publications including Stat News and Disability News Service, and 100 local outlets in the UK. Our work has been used by MPs in the UK and beyond, influenced share prices and investment decisions, saved lives and contributed to changes in the law.

We want to ensure our journalism is leading investigative reporting as well as pushing the boundaries of what this means - whether this is from our Bureau Local team working across the UK to reveal untold stories through data and community engagement, or our impact editor and producers who think about how our investigations can lead to real change. We work at a local, national and global level, with print, radio, online and TV partners; and we aspire to work beyond the boundaries of traditional journalism outlets.



Beyond our co-publishing partnerships and civil society collaborations we want to expand our own audience in order to reach more people, strengthen our impact and grow our revenues

We recognise the importance of having a newsroom that reflects the community it reports on and seeks to produce investigations that draw widely from across society, and we want to bring more diversity into our team. We know we are at the beginning of this journey, but we are excited about where it will take us and the stories that it could lead us to.



Role overview

The new CEO and Editor-in-Chief will lead the Bureau editorially and organisationally. The role requires an understanding of investigative journalism, a passion for how it can inspire change and a vision for how the Bureau can develop. It needs a bold, independent thinker and highly motivated person who can build the brand, the audience and the innovation.

The Bureau has experienced rapid development and growth over the past three years, expanding from a small group of journalists and editors to a team of over 40 people working across a variety of roles. This represents a significant management challenge and the new CEO will need to continue to show the way forward for this relatively new team. Good people management skills and experience are essential.

We are also committed to making our team more diverse and thinking about how our work can be truly inclusive. We are seeking someone who can help deliver on this commitment, not just talk the talk.

Underpinning the growth is the expansion and diversification of our funding. Building on the recent fundraising successes will be a key deliverable. To future-proof this growth it is vital that the new leader comes with a vision for how to develop the Bureau's funding beyond foundations and grant-makers. We have started to grow our audience and now have nearly 20,000 subscribers to our newsletters and over 60,000 followers on Twitter. We believe we can build this significantly and see an exciting opportunity to turn this into a new funding base. This will require a new vision and a willingness to lead cultural change.

The new CEO and Editor-in-Chief will need to draw on strong editorial judgment to lead our journalism and the impact it has at a strategic level. They will need to be capable of making difficult high-level editorial decisions but also ensure our team remains mission-driven. Innovative thinking that makes our journalism more effective and engaging and makes our approach unique is one of our guiding principles.

At the heart of the Bureau is its people – its creative, energised and talented team of reporters, data specialists, editors, community organisers, impact producers and organisational support. This is a brilliant and loyal team who need a highly engaged leader who knows how to effectively get the most from people and has the empathy to do this in a collaborative and inspiring spirit.

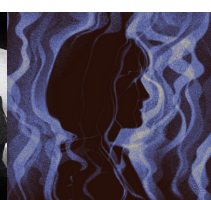
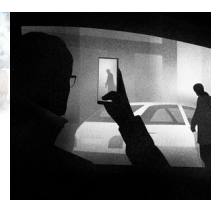
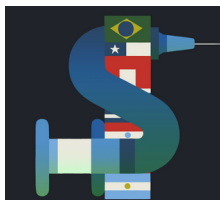


Principle duties and responsibilities

1. Sustaining and running the organisation to a high standard within carefully controlled financial parameters.
2. Providing the vision and strategy to develop the organisation further.
3. Ensuring that the Bureau has the funding to support its strategy and organisation.
4. Furthering the mission and implementing the board-agreed editorial policy.
5. Managing and leading the team at a strategic level to deliver high-quality, high-impact editorial output.
6. Building a new audience and low-level giving strategy to further diversify our revenues.
7. Leading the Bureau to become a more diverse, inclusive workplace and driving an editorial approach aimed at reporting stories that serve a diverse audience.
8. Creating and maintaining effective systems, processes, organisational resources to support the editorial effort,

Leadership attributes

- A track record in leading and managing teams
- A demonstrated passion for investigative journalism and its ability to affect change in innovative and creative ways
- An understanding of how to manage editorial risk
- Experience of developing strategy and an ability to turn a bold vision into deliverable plans
- A desire to build the diversity and representation of our team and its journalism, and a view for how our work can lead in this area
- A willingness to fundraise and build relationships with funders
- Strong financial acumen and business instincts
- An ability to set and manage budgets
- A vision for growing a digital audience and converting this into revenues
- An engaging and collaborative management style



Strategic priorities

Our 2023 'North Star':

- To be the organisation in Europe best known for journalism driving change

We have three strategic pillars:

- Build our impact through our journalism
- Build a direct audience
- Build a more resilient organisation

Our journalism and impact objectives:

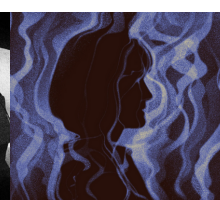
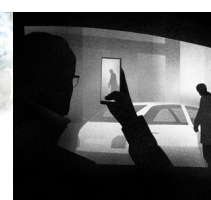
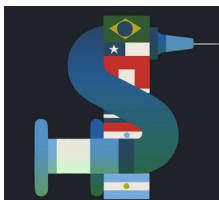
- Take our investigations to the next level
- Produce agenda-setting, high-visibility and high-impact journalism
- Increase the experimentation and innovation in our work
- Serve and reach more audiences, establish and improve partnerships and collaborate and communicate with diverse voices to have an impact
- Experiment with approaches to sustainable journalism

Our audience objectives:

- Establish audience baselines and definitions for our current position as we scope potential growth
- Lay foundations to grow our reach and engagement with audiences on our direct platforms: website, newsletter, social media and events/activities
- Develop our supporter base
- Scope how we build the brand of the Bureau nationally and internationally through excellent organisational communications

Our organisational objectives:

- We have a plan to support the wellbeing of all staff and strengthen our supportive and collaborative team culture
- Our Diversity & Inclusion Committee plan has been finalised
- We have reshaped our structure and all team members have performance objectives and professional development plans
- Our organisational policies and practices are strengthened and firmly embedded.
- We have taken strong steps to improve financial sustainability



Our mission: Journalism driving change

We believe investigative journalism plays a key role in keeping democracy strong, power accountable and societies just. That is why we focus on in-depth, rigorous investigations that can make a real difference at a global, national or local level.

We look beyond the short-term news agenda and the need to generate clicks. Instead we take time to dig deep, led by the facts and not political or corporate agendas. We do not cower from difficult stories and we seek to listen to voices that are often overlooked. Our motivation is to drive change. This means we go beyond just words on a page to work directly with those who can use what we reveal to make a difference in the world.

Our values

Just: We are committed to pursuing what is right. We act with integrity and fairness to bring injustice to light.

Honest: We deal plainly and truthfully with each other and what we uncover. We reveal the truth even when it is uncomfortable.

Courageous: We aim to break new ground. We are ambitious, tenacious and innovative.

Inclusive: We seek to build equity. We embrace diversity, different experiences and perspectives.

Collaborative: We believe people are stronger when they work together. We take a collective approach to how we tackle problems, share skills and enable change.

Timeline:

Deadline for applications: 10 December 2021

Invitation to interview: 17 December 2021

How to apply:

Please send a CV and cover letter to CEOjob@tbij.com

