

THE BUREAU OF INVESTIGATIVE JOURNALISM

JOB PROSPECTUS

EDITOR



About TBIJ

We are looking for an experienced, ambitious and inspiring Editor to join our investigative newsroom.

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.

Leading the UK's largest non-profit investigative newsroom, the Editor plays a pivotal role in driving the ambition of our journalism, leading and shaping investigations, ensuring the robustness of our journalism and inspiring and championing teams to be their best.

In the last year our investigations have hit the front pages of everything from the Sunday Times to the LA Times. We work with Channel 4, the BBC, ITV, all the major UK papers from the Guardian and The Telegraph to the Mirror and dozens of the largest newspapers and broadcasters around the world.

We produced more than 60 stories across five investigative teams. We have shone a light on the UK's role in facilitating global corruption, highlighted systemic failures in healthcare which are literally matters of life and death, raised awareness of issues around the global industrialisation of farming, and revealed the dark side of our digitised lives, misinformation and the labour abuses behind the platforms we use daily.

In the UK, we have investigated a number of complex issues including local government accountability, migrant visas and the family court system. Our findings have prompted inquiries, mandated companies to change the way they do business, forced the police to admit they have failed victims of domestic abuse by their own officers, equipped communities with powerful information, and informed policies.



The next two to three years is focused on growing our own Bureau community, diversifying audiences, content and revenue streams. In this next exciting chapter, we want to build on our reputation for innovation and collaboration with local to global public ambitions.

We are also considering how we can deepen and shape the impact of our journalism, focus even more on reaching under-represented audiences and ensure greater community engagement.

Culture and DEI play a significant part of our strategy. We have a great organisational culture and want to be pioneers of DEI in journalism. The right candidate will bring great people leadership skills and be able to demonstrate a deep understanding of inclusive leadership.

Benefits

The Bureau recognises the importance of helping its employees balance their work and home life by offering flexible working arrangements such as flexible hours and hybrid working across our office and remotely. We also provide access to an employee assistance programme; 25 days annual leave (excluding Christmas break during office closure); staff development opportunities and a learning culture.

Timeline:

Deadline for applications: 9am 13 March 2023

Invitation to interview: 17 April 2023

How to apply: To apply, please email an up-to-date CV and covering letter to our CEO, Rozina Breen, at editorjob@tbij.com. Please also fill out our [Equality Monitoring Form here](#), which is anonymous, so we can better track who we are reaching.

The Bureau is committed to being an equal opportunity employer. We strive to create a diverse, inclusive and adaptable environment where people are encouraged and supported to do their best work. We encourage applications from those belonging to groups traditionally under-represented in the media. You must have the right to live and work in the UK.



Role overview

This leadership position is part of the Bureau's Senior Management Team (SMT) and plays a pivotal part in helping shape and deliver the strategy as well as leading on culture and DEI within the newsroom and the wider Bureau. In heading up and developing the performance of a large functional area that has strategic impact, this role leads journalists and also contributes to the funding relationships TBIJ has as a non-profit. Their output is critical to the development, growth and resilience of the organisation.

This role invariably requires decision-making on an ongoing basis, including the management of risk. You will bring significant experience and understanding of legal risk, how to assess and manage it. **You will have a good grasp of libel and confidentiality law and will have dealt with threats from lawyers both before and after publication.**

This role, alongside two deputy editors, is expected to oversee several complex investigations at any one point, will lead on editorial strategy alongside the deputy editors and other SMT members and also be tasked with managing risk.

They will be responsible for high-level strategic communication with partners and other key stakeholders, and be adept at managing multi-layered relationships.

They will represent the Bureau at all times, be a team player, a champion of teams and collaboration and demonstrate the values of the Bureau at all times. They will be committed to embedding diversity, equity and inclusion at all levels of the organisation, developing potential and helping the Bureau to be pioneers in this field.

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.



Key Function Accountabilities and Responsibilities:

- Support CEO/ Editor-in-Chief to deliver a strong strategy aimed at shaping and directing investigations
- Ensure all editorial output complies with legal and ethical policies and laws
- Ensure all output is aligned to our editorial and impact strategies
- Help to build the Bureau brand through partnerships and content diversification
- Oversight of production and editorial workflows
- Supporting teams to think creatively, innovatively and inclusively about storytelling
- Cement a strong ethos for DEI into our journalism and newsroom
- Working with the CEO and Director of Development to build relationships that lead to funding opportunities

Detailed responsibilities

Editorial Strategy

- Support CEO/ Editor-in-Chief to deliver a strong editorial strategy that delivers the Bureau's mission and ambitions
- Develop collaboratively and roll out the editorial strategy
- Work with the Senior Management Team on organisational, including editorial, goals
- Ensure tracking and measurement of goals
- Support the wider team to deliver editorial strategy
- Support the Development Director in identifying fundraising opportunities

Editorial Output

- Oversight of editorial output
- Lead Senior Editorial Team meetings
- Deliver output that aligns with the Bureau's editorial strategy
- Provide space and opportunity for innovative and creative thinking and approaches



Legal Risk

- To assess and manage the risks involved with investigations

Leadership Responsibilities

- Managing teams
- Contribute to talent development and mentoring
- Model our DEI values by running meetings inclusively, monitoring and delivering on newsroom representation
- Recruiting for potential
- Help the team realise their potential
- Champion the team

Compliance

- Maintain oversight of all legal issues and responses directly responsible for risk management of editorial output
- Staying across media law and ensuring teams are kept up to date responsible for overseeing all issues involving journalism ethics, anti-bribery practices and conflict of interest registers of journalists
- Oversight of any undercover reporting.

Funding and Budgets

- Working with the CEO to build editorial budget
- Working with the Development Director to support fundraising
- Working with Audiences team to support revenue generation

Complexity and Autonomy

- Ultimately responsible for the compliance and accuracy of all output
- Accountable for all operational editorial decisions
- Responsible for referring up on risk analysis and decision-making relating to that.



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 cover 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.
