



Job Description VPR News Fellow

Job Title: VPR News Fellow
Department: News Department
Reports To: VP of News
FLSA Status: Exempt
Date: August 2020

SUMMARY

The VPR News Fellow will join a team of reporters, producers and editors who are dedicated to exploring the whole Vermont story. The fellow should bring a life experience or background that contributes to broader understanding of underrepresented communities and informs VPR's news coverage. As part of the one year fellowship, the person will gain real-world experience in reporting, editing, interviewing, storytelling and digital production. Our fellowship will also help the fellow build a network within the public media industry.

The fellow should bring a demonstrated interest in journalism or communications and have a passion for telling distinctive stories and amplifying community voices. A fellow must have an awareness of current events and strong writing, research and communication skills.

Following the one year fellowship, VPR could offer the fellow a full-time position.

ESSENTIAL ROLES

- Report daily and breaking news and compelling enterprise stories for broadcast and digital platforms.
- Develop story ideas and suggestions for coverage.
- Work to shape beats, priorities and focus areas.
- Cultivate a broad base of sources and engage with communities.
- Generate creative story ideas.
- Work collaboratively within the VPR news team and with outside media partners.
- Embrace engagement journalism as part of reporting process.
- Maintain active and engaging social media accounts relevant to beat and coverage area.
- Participate in VPR events.
- Other duties as assigned.

ESSENTIAL RESPONSIBILITIES

Essential Responsibilities	Outcomes
Reports news for broadcast and digital platforms, on deadline.	Listeners and users rely on VPR for the essential news of the day and the meaningful news of our time.
Brings story ideas and coverage suggestions to daily newsroom meetings and meetings with editors.	Daily news meetings and editor meetings are robust discussions that bring more impact for VPR's news coverage.
Uses social media effectively to engage with users about VPR content. Reporters interact with audiences, cultivate new sources, break news and add value to people's social media experience.	Users have a "whole media" experience with VPR and engage with our reporters and with our content.
Regularly seeks out, incorporates, and tracks diverse voices in news content.	Voices of real people are heard regularly in stories and interviews.
Ensures journalistic standards and ethics are upheld.	Listeners and users perceive VPR as a model of journalistic integrity.
Tracks developments in assigned topics and beats.	Is seen as an expert in the field of reporting and trusted to explore the whole story.
Embraces VPR culture and processes, understands and values the work of other departments.	VPR is an example of non-profit organization collaboration.
Participates in station fundraising activities as needed.	Regularly contributes to successful fundraising efforts. Understands and effectively plays appropriate roles.
Consistently acts with the highest standards of journalism, business ethics, and personal integrity.	Adheres to appropriate codes of integrity and station policies.

EXCELLENCE IN THIS POSITION

In addition to the above outcomes, excellence also includes the following:

1. A high level of commitment and dedication to the mission vision of VPR and public radio. Volunteers personal support to public radio.
2. Acting consistently with the highest standards of journalism, business ethics and personal integrity. Preserving confidentiality appropriately. Stewarding resources with prudence and accountability.
3. Serving as an excellent ambassador for VPR, both formally and informally. Helping listeners, potential listeners, and donors connect with VPR.
4. Facilitating excellent communications across departments, among employees, and with the public. Fostering open and candid relationships with VPR listeners and contributors. Managing conflict constructively.
5. Demonstrating a commitment to the continuous improvement of VPR's ability to fulfill its mission and vision. Demonstrating and encouraging creativity and enthusiasm for this work.
6. Expressing consistent, high performance expectations for themselves, the program, their department, VPR's leadership, and VPR.
7. Developing a broad understanding of all of VPR's departments sufficient to collaborate effectively with peers, ensure excellent communication and teamwork.

SUPERVISORY RESPONSIBILITIES

None.

POSITION REQUIREMENTS

Education and Experience:

Essential Skills:

Life experiences, fluency in more than one language or extensive knowledge about an underrepresented community that will help inform news coverage. Awareness of current events. Strong writing, research and communication skills. Knowledge of journalistic principles, ethics and standards. Ability to gain in-depth knowledge of state, regional, national and international issues. Demonstrated ability to work collaboratively. Ability to work under strict deadline conditions.

Physical Demands: While performing the duties of this job, the employee is regularly required to talk, hear, walk, sit for extended periods, travel, occasionally stand, use hands to feel and hold, and reach with hands and arms. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus. Hearing is required. The ability to travel, both by driving and flying, is necessary. The work environment is usually an office and is usually quiet, but may vary substantially if individual is covering news events. (The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)

Please note: This is not an all-encompassing statement of this position's responsibilities. While it attempts to be comprehensive, new responsibilities may be assigned to this position at any time.