

Reporter/Presenter Bands 2 - 9		
Band	Tasks & Activities	Competencies
2	<ul style="list-style-type: none"> <li>• Perform simple reporting assignments to a brief, including script/copy writing &amp; narration, &amp; basic recording &amp; editing activities.</li> <li>• Assist senior staff with: simple research &amp; analysis of news material; general reporting.</li> <li>• Perform straightforward pre-recorded interviews to a brief.</li> <li>• Present short-form programs.</li> <li>• Contribute to online news.</li> <li>• Contribute to office diary/contacts system.</li> <li>• May be a cadet or trainee role.</li> </ul>	<ul style="list-style-type: none"> <li>• Can gather information &amp; prepare items of suitable duration reflecting clarity, accuracy and familiarity with the relevant ABC Editorial Policies, SCOSE &amp; divisional style guides.</li> <li>• Has a good general knowledge of news, current events &amp; issues &amp; trends affecting target audience.</li> <li>• Can write &amp; present for short-form programs clearly, accurately &amp; to a deadline.</li> <li>• Can suggest relevant grabs &amp; story ideas, obtaining information from suitable sources; can assimilate &amp; summarise detailed information, discriminating fact from opinion or judgement.</li> <li>• Has a suitable voice &amp; appearance for radio &amp; television presentation.</li> <li>• Has a basic/developing competence in the use of computer-based story preparation &amp; digital/analogue audio recording, replay &amp; editing equipment; has a basic familiarity with field video recording equipment.</li> <li>• Has a basic/developing understanding of the pictorial &amp; natural sound requirements for a broadcast news item.</li> <li>• Can perform simple, recorded piece-to-camera segments.</li> <li>• Has relevant qualifications &amp; experience.</li> <li>• May be developing skills, qualifications or experience in a specialist subject area.</li> </ul>
3	<ul style="list-style-type: none"> <li>• Research, write, compile &amp; present stories on a range of subjects.</li> <li>• Generate story ideas &amp; contribute to the development of assignments &amp; programs/medium.</li> <li>• Conduct pre-recorded interviews &amp; write &amp; record straightforward voice reports/voice-overs.</li> <li>• Record, transfer, mix, edit &amp;/or dub sound in compiling straightforward items using a variety of equipment.</li> <li>• Assist with reports from the field.</li> </ul>	<ul style="list-style-type: none"> <li>• Can gather information &amp; prepare items of suitable duration reflecting clarity, accuracy and a detailed knowledge of the relevant ABC Editorial Policies, SCOSE &amp; divisional style guides.</li> <li>• Has a developing competence in evaluating information (importance/relevance/veracity/new or old).</li> <li>• Can cultivate a range of contacts &amp; resources.</li> <li>• Shows a developing facility, economy &amp; originality in the use of language to tell a story.</li> <li>• Can identify suitable pictorial elements of a story &amp; brief a camera operator on requirements &amp;/or organise an archives search.</li> <li>• Is familiar with radio studio operation &amp; proficient in the use of computer-based story preparation &amp; digital/analogue audio recording, replay &amp; editing equipment.</li> <li>• Is proficient in the use of simple field audio recording equipment in a variety of situations.</li> <li>• Has developing 'on air' communicator skills.</li> <li>• Can prepare an item ready for use online; able to suggest suitable multimedia elements &amp;/or links.</li> <li>• Works accurately under pressure to deadlines.</li> <li>• May be undertaking additional training.</li> <li>• Works well in small teams.</li> <li>• May be developing skills, qualifications or experience in a specialist subject area.</li> </ul>

Band	Tasks & Activities	Competencies
<b>4</b>	<p>As for band 3 plus:</p> <ul style="list-style-type: none"> <li>• Research, write, compile &amp; present items for a range of programs.</li> <li>• Undertake assignments on a wide range of subjects.</li> <li>• Brief presenters on story content, angle &amp; lines of questioning.</li> <li>• Arrange &amp; brief talent in items/programs with multiple interviews &amp; segments.</li> <li>• Generate, identify, suggest &amp; develop story ideas &amp; program agendas.</li> <li>• Actively contribute to editorial production meetings &amp; program development.</li> <li>• Edit more complex items in the studio &amp; the field using a variety of equipment.</li> <li>• Present 'live' to air reports in the studio &amp;/or from the field.</li> <li>• Participate in 'live' Q&amp;As.</li> </ul>	<p>As for band 3 plus:</p> <ul style="list-style-type: none"> <li>• Is fully proficient and experienced in the role.</li> <li>• Can gather information &amp; prepare &amp; present items of some complexity reflecting a detailed knowledge &amp; application of ABC Editorial Policies, SCOSE &amp; divisional style guides.</li> <li>• Can prepare items for long-form radio programs that are clear, accurate, well-informed, interesting &amp; reliable.</li> <li>• Demonstrates a creative, critical &amp; planned approach to the gathering &amp; use of information from a diverse range of sources.</li> <li>• Shows initiative in responding to breaking news; prioritises &amp; works well under pressure to tight deadlines.</li> <li>• Demonstrates a facility, economy &amp; originality in the use of language to tell a story.</li> <li>• Demonstrates an increasing knowledge of the workings of government, institutions, business &amp; their leading identities.</li> <li>• Shows originality in pictorial &amp; natural sound treatment of a story, suggest shots/sequences &amp;/or organise more complex archive searches.</li> <li>• Is accomplished in the use of computer-based story preparation &amp; digital/analogue audio recording, replay &amp; editing equipment.</li> <li>• Can direct video &amp;/or audio editing of a story or post-production of a program in collaboration with the editor/sound engineer.</li> <li>• Can sustain effective radio presentation, under direction.</li> <li>• Can deal sensitively with people.</li> <li>• Can work effectively with a range of people &amp; assist in the building of relationships within the team.</li> <li>• Can establish rapport with interviewees &amp; deliver relevant &amp; succinct questions in a 'live' interview, under direction.</li> <li>• May be developing skills, qualifications or experience in a specialist subject area.</li> </ul>
<b>5</b>	<p>As for band 4 plus:</p> <ul style="list-style-type: none"> <li>• Research, write, compile &amp; present items, programs &amp; coverage of a complex nature.</li> <li>• Supervise &amp; train staff - convey the benefit of experience.</li> <li>• Ensure conformity to ABC Editorial Policies, SCOSE, divisional style guides, mission statements &amp; program briefs.</li> <li>• Conduct 'live' Q&amp;As &amp; interviews &amp; recorded debates.</li> <li>• Generate original stories.</li> <li>• Work independently in a specialist area of newsgathering.</li> </ul>	<p>As for band 4 plus:</p> <ul style="list-style-type: none"> <li>• Has accomplished journalist skills.</li> <li>• Can research, plan, compile &amp; present items, programs &amp; coverage to a high standard using a consistently creative &amp; original approach, including briefing researchers &amp; advising producers.</li> <li>• Can prepare items for long-format television programs that are clear, accurate, well-informed, interesting &amp; reliable.</li> <li>• Can offer editorial guidance.</li> <li>• Can take initiative &amp; lead responses to breaking news; cope with a high degree of pressure &amp; unexpected situations with flexibility &amp; ingenuity.</li> <li>• Can work at an accomplished level across all broadcast news media/formats.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Demonstrates thorough knowledge of &amp; can give direction regarding ABC Editorial Policies, SCOSE, divisional Style guides &amp; legal issues.</li> <li>• Can sustain informative &amp; coherent communication in a 'live' broadcast.</li> <li>• Has knowledge of relevant new technology &amp; trends in radio, television &amp; online production.</li> <li>• Is developing experience, skills &amp;/or qualifications in a specialist area.</li> </ul>
<b>6</b>	<p>As for band 5 plus:</p> <ul style="list-style-type: none"> <li>• Research, write, compile, present &amp; assess complex items, programs &amp; coverage under difficult circumstances with speed &amp; accuracy.</li> <li>• Report from international &amp;/or remote locations.</li> <li>• Lead coverage in a specialist area of newsgathering.</li> </ul>	<p>As for band 5 plus:</p> <ul style="list-style-type: none"> <li>• Possesses advanced journalist skills.</li> <li>• Demonstrates an original, creative &amp; sophisticated approach to using a range of complex story-telling techniques in the studio &amp; field on programs of a complex or specialist nature.</li> <li>• Demonstrates a thorough knowledge of &amp; can exploit studio &amp; field production techniques, both digital &amp; analogue.</li> <li>• Can manage a small team.</li> <li>• Can contribute to the management of logistics &amp; newsgathering for a major developing story.</li> <li>• Can present a credible &amp; appealing 'on air' personality to a general or specialist audience.</li> <li>• Has experience, qualifications &amp;/or skill in a specialist area.</li> </ul>
<b>7</b>	<p><u>Senior Reporter/Presenter</u></p> <ul style="list-style-type: none"> <li>• Research, write, compile &amp; present highly complex items, programs &amp; coverage under difficult circumstances with speed &amp; accuracy.</li> <li>• Provide editorial &amp; creative leadership to a team/s of program makers.</li> <li>• Lead a team of specialist reporters.</li> <li>• Have significant involvement in setting program agendas &amp; the sound/look of content.</li> <li>• Undertake long-term assignments based overseas or in remote locations.</li> <li>• Generate original stories.</li> </ul>	<ul style="list-style-type: none"> <li>• Possesses highly advanced journalist skills.</li> <li>• Makes a highly creative &amp; innovative contribution to program content that has very strong audience appeal.</li> <li>• Can prepare &amp; assess program content of a very complex nature with speed &amp; accuracy.</li> <li>• Can work under duress &amp; exercise editorial judgement in potentially dangerous situations.</li> <li>• Can sustain presentations of open ended 'live' coverage.</li> <li>• Can gain the confidence of newsmakers or identities in the news; advance public understanding of major issues.</li> <li>• Can self-produce components of both pre-recorded &amp; 'live' radio/television/online.</li> <li>• Can establish rapport with an audience over a series of programs &amp; contribute to a program's identity.</li> <li>• Can direct a team, including specialist reporting.</li> <li>• Can assess &amp; provide for in-field presentation elements (eg lighting/setting/appearance/communications/links)</li> <li>• Provides on-the-job training as appropriate.</li> <li>• Can establish contacts, gather information &amp; report authoritatively from various locations, including different cultural &amp; social settings.</li> </ul>

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<b>8</b>	<p>As for band 7 plus:</p> <ul style="list-style-type: none"> <li>• Lead coverage for high profile ABC programs.</li> <li>• Consistently generate original stories.</li> <li>• Consistently devise, prepare &amp; present sophisticated &amp; complex items, programs &amp; coverage.</li> <li>• Contribute to the development of program style &amp; philosophy.</li> <li>• Liaise &amp; assist in managing relationships with a range of people, including external service providers.</li> </ul>	<p>As for band 7 plus:</p> <ul style="list-style-type: none"> <li>• Can work as a team leader &amp; guide coverage for high profile ABC programs.</li> <li>• Possesses outstanding journalist skills.</li> <li>• Is recognised &amp; acknowledged for highly creative &amp; authoritative qualities of reporting &amp; presentation.</li> <li>• Has a distinct story-telling technique or style &amp; demonstrates a high degree of creativity in the use of material that effectively realises the potential of the medium.</li> <li>• Maintains presentation flow while routinely responding to input from various sources in a rapidly changing situation.</li> <li>• Has excellent interviewing skills, with the insight &amp; knowledge to draw out subjects &amp; participants.</li> <li>• Presents comfortably within technically complex radio, television &amp;/or online formats that engage a target audience, performing at a high standard under prolonged pressure.</li> </ul>
<b>9</b>	<p>As for band 8 plus:</p> <ul style="list-style-type: none"> <li>• Contribute to &amp; present highly complex items, programs &amp; coverage &amp;/or lead other program makers in bringing together complex program material.</li> <li>• Assume overall responsibility for high profile &amp; highly complex program content &amp; integrity.</li> <li>• Make a significant contribution to the development of the style &amp; philosophy of high profile programs.</li> </ul>	<p>As for band 8 plus:</p> <ul style="list-style-type: none"> <li>• Can consistently carry the presentation of programs &amp; features that project a strong creative &amp; imaginative use of material that in turn realises the potential of the medium.</li> <li>• Is recognised as a broadcast industry leader in news analysis, reporting, presenting &amp; interviewing.</li> <li>• Can contribute to the network identity &amp; project the same.</li> <li>• Can act as the editorial supervisor &amp; team leader for a group of program teams &amp;/or program unit.</li> <li>• Can regularly lead other news media in original program content or treatment of events/issues.</li> <li>• Can assess the most sensitive information &amp; maintain contacts at the most senior levels of government, society &amp; industry.</li> </ul>