

Title	Head of Standards and Regulation
Department	Standards
Reports to	Chief Executive Officer

Job Purpose

The Head of Standards and Regulation leads the standards function of IPSO, which monitors editorial standards at publishers regulated by IPSO; acts positively to support good journalism and high editorial standards; and takes targeted action where it identifies shortcomings. The role is responsible for delivering IPSO's engagement on standards issues with a range of stakeholders, including journalists, senior editors, and groups concerned with press standards. This work lies at the heart of IPSO's role as a regulator.

The standards function has been in existence for four years and is well established. The incoming Head of Standards and Regulation will be expected to refine and develop the work of the department, including identifying opportunities to increase its reach and impact. It is expected that the work of the Head of Standards and Regulation will develop over time as the post holder is established.

About IPSO

The Independent Press Standards Organisation (IPSO) is the independent regulator for the newspaper and magazine industry in the UK. We hold newspapers and magazines to account for their actions, protect individual rights, uphold high standards of journalism and help to maintain freedom of expression for the press.

All members of the press have a duty to maintain the highest professional standards. The Editors' Code of Practice sets the benchmark for editorial standards, balancing freedom of expression with protection of other individual rights. The Code enshrines the industry's commitment to the highest professional and ethical standards, to which it has made a binding commitment.

IPSO carries out its role in upholding the Editors' Code in a number of ways, including by adjudicating on complaints which raise potential breaches of the Code; by providing pre-publication and anti-harassment assistance to the public; operating a compliance function to monitor members' adherence to the Code; offering training to journalists and journalism students on the Editors' Code; and communicating with the public and the newspaper industry about ethical journalism and editorial standards.

Principal Roles and Responsibilities

Design a strategy for the Standards function to achieve its purpose: to monitor, maintain and uphold editorial standards;

Monitor publishers' compliance with the Editors' Code of Practice, including:

- managing the annual statement collection process;
- addressing potential compliance problems identified through IPSO's complaints work;
- engaging with publishers regarding the effectiveness of their internal complaints-handling systems;
- monitoring news coverage for material relevant to IPSO's standards role.

Undertake an effective programme of engagement with IPSO member publications and other stakeholders interested in editorial standards;

Communicate IPSO's position on standards issues to a range of internal and external audiences, including through:

- guidance for journalists;
- information for the public;
- reports to IPSO's Board and Complaints Committee; and
- other public communications such as blogs;

Oversee the effective running of the Journalists' and Readers' Advisory Panels and feed the perspectives of those groups into the wider organisation;

Maintain IPSO's preparedness to investigate any potential serious and systematic standards failure, and oversee such an investigation should it be necessary;

Serve as the key point of contact for the confidential whistleblowing hotline for individuals who have been requested by a publisher to act contrary to the Editors' Code;

Develop and manage suitable performance metrics for the standards function;

Report regularly to the IPSO Board on developments relating to the work of the standards function.

Management

Manage the day-to-day performance, development and wellbeing of the Standards Officer, supporting them to progress appropriately in their role.

General

Comply with IPSO's Health & Safety requirements;

Comply with IPSO's Equal Opportunity Policy;

Fulfil obligations as set out in the contract of employment and follow IPSO's policies as set out in the Staff Handbook;

Undertake any reasonable activity as required by the Chief Executive Officer.

PERSON SPECIFICATION

Regulatory experience

- Proven experience of developing and delivering business plans and strategy around standards and/or compliance within a regulatory, legal or broader public services environment;
- Commitment to maintaining and improving the standards of press reporting and journalism in the UK.

Communication and interpersonal skills

- Strong influencing and interpersonal skills, with the ability to build relationships both internally and externally;
- Strong stakeholder engagement skills, including handling difficult and emotive issues;
- Excellent written skills, including the ability to communicate about complex issues to diverse audiences;
- Strong team-working skills and the ability to foster excellent working relationships with colleagues in an atmosphere of trust and mutual support.

Analytical and problem-solving skills

- Exceptional analytical skills are an essential requirement. The post holder need not have prior expertise in press standards or the media, but must be able to learn and apply the standards set by the Editors' Code in a highly dynamic environment.
- The post holder must be able to analyse potentially competing perspectives on contentious issues, work creatively to develop new approaches to raising standards, and anticipate problems in implementation.

Staff management skills

- Ability to lead, motivate and develop a team and to promote high levels of performance.

Organisational skills

- Strong organisational skills, including the ability to plan the work of the department and to delegate appropriately;
- Ability to work under pressure and prioritise, while ensuring that procedures are followed and deadlines met.