

Job Description

4 March 25



Technical Lead (SBS Western Sydney) SBS Technology

Reports to: Project Director (SBS Western Sydney)

Direct reports to this position: N/A

SBS Values, Vision and Purpose

The Technical Lead (SBS Western Sydney) is responsible for undertaking their work in a way that reflects SBS's Charter, Vision and Values and complies with relevant SBS policies, procedures and practices. At SBS, we expect you to be audience obsessed, be bold and brave, embrace difference, participate fully and ensure that we look out for one another. We are all working together to fulfil SBS's purpose and create a more cohesive society.

Division Purpose – Technology

SBS Technology can be thought of as the 'engine room' of SBS. Our primary role is to enable and support the production, distribution, and transmission of content across television, radio, and online platforms. Our teams achieve this by working collaboratively to design innovative solutions and deliver end-to-end services for our business stakeholders.

Role Purpose

We are seeking an experienced and dynamic Technical Lead to oversee the technical fit-out of a state-of-the-art video and audio production facility as part of our expansion into Western Sydney. This is a unique opportunity to play a critical role in shaping the future of a leading media company by leveraging cutting-edge broadcast and IP technologies. Reporting to the Project Director, the Technical Lead will be responsible for the design, implementation, and delivery of technical infrastructure and systems to support world-class media production capabilities.



Main Responsibilities

Main tasks of the role

Technical Architecture & Design:

- Develop and implement the technical architecture for the new facility, ensuring alignment with industry best practices and emerging technologies in broadcast, IP, and media production
- Design systems for video and audio production, post-production, and live broadcasting, with a focus on scalability and flexibility

Project Management:

- Lead the technical aspects of the project lifecycle, from requirements gathering and design to implementation and commissioning
- Collaborate with internal stakeholders, vendors, and contractors to ensure project milestones are met on time and within budget

Broadcast & IP Systems:

- Specify and oversee the design of broadcast and IP-based production systems, including studio equipment, audio-visual systems, and editing suites
- Ensure seamless integration of traditional broadcast technologies with IP-based workflows

Network & Storage Solutions:

- Design and implement robust network and storage solutions to support high-resolution video and audio workflows
- Ensure infrastructure meets performance, reliability, and security standards

Collaboration & Stakeholder Management:

- Work closely with production teams, IT departments, and other stakeholders to ensure the facility's technical capabilities meet operational needs
- Act as the primary technical point of contact for the project, providing expertise and guidance as required

Testing & Commissioning:

- Oversee the testing, troubleshooting, and commissioning of all technical systems to ensure readiness for operational use
- Develop and implement training plans for staff to ensure effective use of new systems

Compliance & Documentation:

- Ensure all systems comply with relevant industry standards and regulatory requirements. Additionally, work within the Architecture framework e.g., Solution Design Review, Architectural Review Board etc., to ensure compliance with SBS standards
- Produce and maintain detailed technical documentation, including system designs, configurations, and operating procedures



Minimum requirements of the role

Ideally, you will have a Bachelor's degree in Broadcast Engineering, IT, Computer Science, or a related field (or equivalent experience). Relevant certifications could include Cisco Networking, AWS or similar). Minimum of 7 years experience in a technical role within the broadcast / media industry, with at least 3 years in a leadership capacity. Other requirements include:

- *Broadcast Expertise:* In-depth knowledge of video and audio production workflows, including studio operations, live production, and post-production
- *IP Technologies:* Experience with IP-based broadcast systems (e.g., SMPTE ST2110, NDI) and networked media environments
- *Technical Leadership:* Proven ability to lead complex technical projects and manage multidisciplinary teams. Prior experience with similar projects for other broadcasters or media organisations is highly desirable
- *Networking:* Strong understanding of enterprise-grade networking solutions, including switching, routing, and QoS for media
- *Storage Systems:* Expertise in high-performance storage solutions for video and audio, including SAN and NAS systems
- *Architectural Knowledge:* Familiarity with IT and broadcast system architecture design and implementation
- *Problem Solving:* Exceptional analytical and troubleshooting skills in high-pressure environments
- *Communication:* Excellent communication and stakeholder management skills, with the ability to convey complex technical concepts to non-technical audiences

Key relationships with other roles and external stakeholders

- Broader Technology Team, including Strategy and Architecture, Infrastructure, Operations, Enterprise Information Systems and Helpdesk



Key Capability		
Capability	Level	Behaviour
<u>Coaching</u> (People Leader Capability)	Operation	<ul style="list-style-type: none"> • Seeks feedback from the business to drive coaching competence • Ensures leaders exhibit coaching values and behaviours • Strikes a balance between skills-based and behavioural coaching • Prioritises resources to support a coaching culture • Drives a coaching style of leadership across the business
<u>Collaboration</u>	Operation	<ul style="list-style-type: none"> • Encourages collaboration (sharing of responsibility and information) across the business • Encourages shared goals by promoting joint responsibility • Ensures expert knowledge is continuously enhanced and shared across the business • Acts to promote respect, helpfulness and co-operation across the business • Publicly credits individuals across the business who have performed with excellence
<u>Customer Focus</u>	Operation	<ul style="list-style-type: none"> • Grasps a customer/client's perspective, acting as a trusted advisor • Analyses the degree of customer and/or client penetration • Keeps abreast of competitor products and services • Measures the impact of customer/client service across the business • Analyses the degree of customer/client satisfaction • Encourages a long-term commitment to customer/client needs • Advocates the principles of customer/client relationship management via policies and/or procedures
<u>Innovation</u>	Operation	<ul style="list-style-type: none"> • Scans the environment for new ideas and innovative opportunities to benefit business • Takes calculated risks to get a business advantage • Implements modifications to processes and procedures to improve current performance • Generates original solutions that facilitate the achievement of business goals • Proposes creative and functional solutions to benefit the business • Supports the development of creative business strategies • Manages the implementation of creative business strategies • Recognises and rewards creativity and innovation
<u>Organisational Awareness</u>	Operation	<ul style="list-style-type: none"> • Considers how functions within the business work together



		<ul style="list-style-type: none"> • Uses SBS's structure, procedures and/or systems to achieve objectives • Understands the key drivers that impact the business • Identifies potential risks, and/or opportunities across the business • Considers the impact of potential risks, and/or opportunities across the business • Uses financial reporting information to inform business decision making
<u>Results Focus</u>	Operation	<ul style="list-style-type: none"> • Strives to improve business performance and maximise value • Ensures managers seek alternative possibilities when faced with obstacles • Streamlines projects and functions to ensure efficient outcomes • Ensures business initiatives are completed within designated timeframes • Is tenacious in achieving results that drive the business forward • Strives to meet financial objectives

Workplace Health & Safety	
<ul style="list-style-type: none"> • Effectively promote and manage the work health and safety arrangements for the team as prescribed by the Health & Safety Management Arrangements. <ul style="list-style-type: none"> - Work Health & Safety Act (Cth) 2011 - Work Health & Safety Act (Cth) Regulations 2011 - WHS Hazardous Manual Tasks Code of Practice 2018 - Work Health and Safety (How to Manage Work Health and Safety Risks) Code of Practice 2018 • Ensure employees are: <ul style="list-style-type: none"> - made aware of their WH&S responsibilities - have received adequate safety induction and other WH&S information, instruction and training to enable them to conduct their work safely - follow safe work practices • Ensure the physical and psychological safety of the workplace under your control by: <ul style="list-style-type: none"> - ensuring regular workplace inspections are scheduled and conducted, involve the relevant HSR and recommendations made are actioned in a timely manner - ensuring compliance with the relevant standards and legislation in relation to purchase and provision of accommodation, furniture and equipment - identifying changes in the workplace/processes that may affect safety and ensuring that any associated risks are identified, assessed and controlled - verifying the effectiveness of control measures at appropriate intervals including monitoring compliance with safe operating procedures, site induction requirements and Permits to Work; and • Ensure all WH&S reporting is accurately completed and submitted within specified timeframes and any follow up actions are completed • Support/implement early intervention strategies and return to work programs. 	