

BROADCAST AND EMERGING MEDIA ENGINEERING SPECIALIST

Description of Work:

Positions in this banded class typically diagnose, analyze and solve diverse engineering problems related to the functionality of complex broadcast television, radio and emerging media systems. Positions may conduct complex broadcast measurements, analyze these data and recommend corrective actions. Positions may conduct special projects as assigned in the specific areas of engineering responsibility or expertise such as equipment and systems design, equipment modifications, and special and/or standard testing procedures of signal quality and coverage.

ROLE DESCRIPTIONS BY COMPETENCY LEVEL		
Contributing	Journey	Advanced
Positions at this level typically direct and advise Technicians, and assist higher level Specialists with the physical installation, maintenance and repair of complex electronic devices and/or systems in a broadcast and emerging media engineering environment. This may include troubleshooting, analyzing and recommending modifications to a variety of devices using specialized knowledge. Work is performed under general supervision.	Positions at this level typically diagnose, analyze and solve diverse engineering problems related to the functionality of complex broadcast television, radio and emerging media systems. Positions may conduct complex broadcast measurements, analyze these data and recommend corrective actions. Work is performed under minimal supervision.	Positions at this level typically conduct special projects or assignments in the specific areas of engineering responsibility or expertise, such as systems or equipment design, modification and/or fabrication. Positions conduct specialized tests of signal quality and/or coverage. Work is performed independently.

Competency	Definition
Technical Knowledge	Knowledge of electronics and/or RF principles. Knowledge of analog and digital electronics as used in broadcast and emerging media. Knowledge of appropriate information technology techniques and/or principles. Ability to troubleshoot and repair electronic equipment.
Analytical Thinking	Ability to identify issues, obtain relevant information, relate and compare data from different sources, and identify alternative solutions.
Teamwork	Ability to actively participate and contribute as a member of a team toward the completion of established goals.
Customer Service	Ability to develop and maintain professional relationships with clients or customers by listening to the client/customer, and understanding and responding to identified needs in a timely manner.
Communication	Ability to present information to individuals or groups. Ability to convey information clearly and concisely to groups or individuals verbally, in writing, or through other documentation as appropriate to ensure understanding. Ability to listen and respond appropriately to others.
Project Management	Ability to provide oversight for project(s) and all related activities including quality assurance and safety. Ability to coordinate and manage facilities, services, equipment, supplies and related resources as necessary for the project. Ability to monitor and mitigate risks. Ability to establish a set of tasks and activities associated with an intended outcome and timeline. Ability to ensure actions are performed and/or implemented to achieve the intended outcome of the project.

Note: Competency statements are progressive and not all competencies apply to every position/employee. Evaluate only those that apply. For positions with some supervision consider the highest level of professional work performed.

Technical Knowledge

Knowledge of electronics and/or RF principles. Knowledge of analog and digital electronics as used in broadcast and emerging media. Knowledge of appropriate information technology techniques and/or principles. Ability to troubleshoot and repair electronic equipment.

Contributing	Journey	Advanced
Working knowledge of electronic and/or RF principles. Working knowledge of analog/digital electronic equipment, including test equipment. Working knowledge of analytical systems and software, and appropriate Information Technology techniques and tools.	Full knowledge of electronic and/or RF principles. Full knowledge of analog/digital electronic equipment, including test equipment. Full knowledge of analytical systems and software, and appropriate Information Technology techniques and principles.	Specialized knowledge of electronic and/or RF principles. Specialized knowledge of analog/digital electronic equipment. Specialized knowledge of analytical systems and software, and appropriate Information Technology techniques and principles. Ability to develop procedures for installation, maintenance, and troubleshooting.

Basic knowledge - The span of knowledge minimally necessary to complete defined assignments.

Working knowledge - The span of knowledge necessary to independently complete defined assignments to produce an effort or activity directed toward the production or accomplishment of the research objective.

Full knowledge - The broad scope of knowledge demonstrated on the job that is beyond journey competencies.

Analytical Thinking

Ability to identify issues, obtain relevant information, relate and compare data from different sources, and identify alternative solutions.

Contributing	Journey	Advanced
Ability to identify appropriate resources to use in problem-solving and system analysis.	Ability to recognize complex problems or issues and determine possible solutions using available documentation. Ability to identify systemic problems and determine potential solutions which have not been previously documented or anticipated.	Ability to gather and/or apply appropriate data, analyze that data, and design unique devices, systems, programs or equipment as needed. Ability to develop procedures or instructions for implementing solutions.

Teamwork

Ability to actively participate and contribute as a member of a team toward the completion of established goals.

Contributing	Journey	Advanced
Ability to effectively participate as a team member and assist in achieving desired goals.	Ability to actively participate in team activities and apply specialized knowledge and expertise to achieve desired goals.	Ability to effectively share expertise, provide guidance and convey specialized knowledge to team members in order to achieve desired goals.

Customer Service

Ability to develop and maintain strong relationships with clients or customers by listening to the client/customer, and understanding and responding to identified needs in a timely manner.

Contributing	Journey	Advanced
Ability to respond appropriately to requests for services or assistance from clients/customer.	Ability to take initiative and action that will ensure customer satisfaction. Ability to seek out, identify and resolve issues that may impact customer service.	Ability to identify and initiate successful methods of establishing and maintaining professional customer relationships. Ability to assist co-workers or other staff with resolving complex issues that have not been successfully addressed at other levels.

Communication

Ability to present information to individuals or groups. Ability to convey information clearly and concisely to groups or individuals verbally, in writing, or through other documentation as appropriate to ensure understanding. Ability to listen and respond appropriately to others.

Contributing	Journey	Advanced
Ability to convey detailed information to team members and supervisors.	Ability to explain and interpret complex technical information for team members, management, clients/customers and the public.	Ability to explain and interpret specialized technical information and concepts, in unique situations for team members, management, clients/customers and the public. Ability to make recommendations as required and to suggest and support alternative approaches.

Project Management

Ability to provide oversight for project(s) and all related activities including quality assurance and safety. Ability to coordinate and manage facilities, services, equipment, supplies and related resources as necessary for the project. Ability to monitor and mitigate risks. Ability to establish a set of tasks and activities associated with an intended outcome and timeline. Ability to ensure actions are performed and/or implemented to achieve the intended outcome of the project.

Contributing	Journey	Advanced
Ability to plan work to meet project objectives and deadlines. Ability to assess needs and make changes in process, workflow and/or assignments.	Ability to establish goals and objectives of a project. Ability to plan, assign and analyze work of others. Ability to recommend plan modifications.	Ability to oversee multiple, more complex, or broader scoped projects. Ability to approve modifications to project plans.

Minimum Training and Experience Guidelines:

Graduation from an accredited community college or technical school with a two year degree in electronics, and three years of progressive experience in a broadcast television, radio and emerging media engineering environment, or an equivalent combination of education and experience.

Special Note: This is a generalized representation of positions in this class and is not intended to identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.