SEYCHELLES BROADCASTING CORPORATION

JOB DESCRIPTION

Post Title:	**Technical Director**
Reporting to:	Senior Technical Director
Salary Band:	Band 02-03 (+ applicable allowances)

Job Purpose

Direct and coordinate recording of television programmes.
Ensure appropriate packaging of programmes before they go on air.

Key Result Areas

FUNCTIONAL

To direct and record production of live and recorded TV programmes and other audio-visual content, ensuring high quality outputs.

- Direct live broadcasts such as the daily newscasts and Bonzour Sesel
- Direct the filming of recorded events and content in the studio or elsewhere
- Supervise the placement of cameras, lighting equipment, microphones and the overall place and feel of a production.
- Study and understand scripts and propose various ways to direct a production
- Plan filming details such as framing, shot composition, camera movement, sound and where applicable actors for each shot or scene.
- Coordinate the output of all technical operators during filming
- Operate equipment's such as the *tricaster* units, vision mixers, PTZ cameras, etc
- Contribute to the production of the daily live programmes which include the news casts and Bonzour Sesel
- Maintain order among the production team in the control room, on the set and elsewhere when producer or series/event director are absent.
- Edit and post produce contents filmed for broadcast
- Work closely with the Producers and other internal stakeholders to achieve credible outcomes

ORGANISATIONAL

Ensure cost-effective utilisation of Resources.

Specifically:

- Eliminate or Reduce Wastage, where identified
- Ensure equipment & assets are used and maintained properly
- Continually find ways to perform functions cost-effectively
- Proper Planning to reduce costs

Assist in the development and promotion of a Safety, Health & Environmental culture within the SBC.

Set a personal example in Health & Safety compliance through:

- Observing safe working practices as advised and instructed
- Considering Safety & Health of self and others who may be affected by work activities
- Being an advocate of greener environmental practices, notably in Energy saving and cutting down on waste
- Reporting incidents or hazards which have led or may lead to injury
- Building and enhancing an adequate knowledge of, and compliance with the Health and Safety principles and practices, consistent with your responsibilities

Essential Qualifications/Experience/Skills

- Post-secondary level of education with good track record
- Understanding and ability to operate multi-camera recording equipment, namely video switchers
- Creative and Technical skills.
- Creativity and innovation and attention to details
- Good Video Editing Skills
- Good organisational and time management skills.
- Strong self-motivation and the ability to work with a degree of autonomy and to use one's own initiative.
- Ability to communicate well, verbally and in writing with both internal and external stakeholders.
- IT literate particularly in use of Microsoft Word and Email
- Ability to work independently as well as in teams.
- Ability to work under pressure and meet tight deadlines
- Ability to react quickly to the audience concerns / feedbacks
- Creativity and ability to share ideas with others in the team
- Understanding and ability to operate broadcast equipment

Desirable Qualifications / Experience

- Competent in Video and Audio Editing
- Full Driving Licence

Core Behavioural Competencies

COMMITMENT	• Demonstrates consistent application of focused energy to fulfil obligation and objectives. • Capable of dealing effectively with significant pressure. • Demonstrates a strong results orientation. • Willing and able to put the needs of the organisation before individual or departmental needs.
JUDGEMENT	• Able to reach sound productive decisions and conclusions through a process which includes actively gathering information from a range of sources and perspectives, and honestly assessing the decision-making environment, including the risks and benefits.
COMMUNICATION	• Able to communicate with clarity using a range of methods and styles suited to the purpose and audience. • Effectively communicates ideas and is able to get their point across with colleagues and external stakeholders alike. • Able to listen to others.
TEAMWORK & INTERPERSONAL SKILLS	• Demonstrates a clear capability to actively contribute as part of a team. • Proactively shares information with others and encourages mutual support. • Able to develop and maintain sound interpersonal relationships with others. • Behaves in a manner that is accepting and inclusive of all people, adapting style, approach and communication accordingly. • Is non-discriminatory and open to changing beliefs and perceptions. • Behaves in a professional and appropriate way to set the right example in the workplace.
CHANGE CAPABILITY	• Demonstrates enthusiasm for change and capability to adapt to changing circumstances. • Contributes new ideas and willing to challenge the status quo. • Has the ability to push the boundaries to seek continuous improvement. • Constantly looks to improve ways of working and shares constructive ideas and suggestions to do this.
BUILDING RELATIONSHIPS	• Puts continuous effort into building and maintaining relationships. • Accepts conflict as an opportunity to strengthen the relationship. • Responds willingly to requests for help and information, where possible. • Is honest and open. • Works collaboratively with others. • Keeps stakeholders up to date with activities and progress to maximise trust.
ACHIEVEMENT DRIVE	• Performs tasks to a high standard. • Has a 'can-do' co-operative style, works hard and likes to get things done. • Is motivated by success and finishing what have started. • Plans and prioritises workload in order of urgency and importance. Able to prioritise effectively and plan flexibly to be able to deal with change. • Capability to structure workload in a realistic way. • Able to take responsibility for ensuring work is completed to a standard which meets expectations • Strives to get things right first-time • Willing and able to use initiative.