



Engineering and Technical Operations in the BBC

ISSUED BY
THE ENGINEERING RECRUITMENT OFFICER
BRITISH BROADCASTING CORPORATION

BRITISH BROADCASTING CORPORATION – ENGINEERING AND TECHNICAL OPERATIONS

The enviable reputation the BBC has both at home and abroad is based not least on the high technical standards it sets. To maintain – and constantly seek to improve – these standards the BBC employs nearly 6,000 engineers and technical staff whose skill and expertise are vital to the quality of the television and radio programmes that are seen and heard by millions each day.

The headquarters of the BBC and the main radio broadcasting centre are at Broadcasting House in London. The hub of the television service is a few miles away at Television Centre. The overseas service's main centre is at Bush House in London. There are also major radio and television production centres at Bristol, Birmingham, Manchester, Belfast, Cardiff and Glasgow and other smaller ones, as well as transmitting stations, throughout the United Kingdom.

Although many engineers and technicians work in such fields as research, development and planning and installation, most are engaged in the actual operation and maintenance of the widely varied and often complex equipment which a comprehensive broadcasting service now requires. It is in this operational field that a man or woman could, with the right interests and qualifications, start work as a technical assistant or as one of the various kinds of technical operators, and begin an interesting and worthwhile career.

Technical Assistants

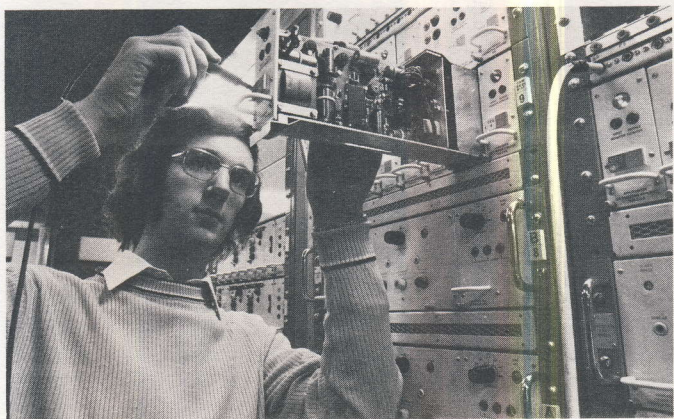
These staff are employed in television, radio and communications areas both in London and at regional centres and at transmitters. They are the engineers' support force and are themselves potential engineers. In general they are involved in the setting up, alignment and maintenance of the very wide range of equipment used in television and radio broadcasting. In some areas they also operate certain equipment.

Qualifications

A Technical Assistant should be at least 18 years of age on appointment. Normal hearing and colour vision are essential. You should have 'O' level passes (grades A, B or C) or CSE grade 1 in at least English Language, Mathematics and Physics and have studied Mathematics and Physics at 'A' level or the Scottish equivalents. You may still be considered if you have one of the English Language passes noted above and have also (or are expecting shortly) an ONC in Electrical Engineering or Applied Physics or the Part 1 Certificate of the City & Guilds Telecommunications Technicians course (No. 271).

You should have a full understanding of the basic principles of electricity and magnetism and a good grasp of their practical applications. You should also have a knowledge of electronics gained through a developed practical interest in, for example, audio equipment, radio control or amateur radio.

Trained by the BBC, Technical Assistants should qualify as BBC Engineers in about two and a half years.



Trainee Camera Assistants — assist generally in the setting up and operation of electronic cameras and associated equipment in television studios or on outside broadcasts and are based either in London or at regional centres.

Trainee Sound Assistants — are based in London. They assist with the setting up and operation of microphones, sound booms and sound reproduction equipment for television sound output.

Trainee Audio Assistants — work at regional centres. While doing similar work to that of the Trainee Sound Assistant they are also involved in the operation of radio sound equipment because staff flexibility is a prime requirement at regional centres.

Technical Operators (Radio)

These staff are employed in London and are responsible mainly for the operation of sound reproducing equipment or, in the main control room, are concerned with the routing of sound programme sources and of the completed programmes. All have responsibilities for ensuring that the high technical quality of sound output is maintained.

Qualifications

The minimum age on appointment to a post in one of these four categories is again 18. Normal hearing and colour vision are essential.

You should have had a good general education with as a minimum 'O' level passes (grades A, B or C) or CSE grade 1 or Scottish equivalent in at least English Language, Mathematics and Physics. An ONC (Electrical Engineering or Applied Physics) or equivalent would be acceptable in place of Mathematics and Physics 'O' level passes. You should have an

understanding of the basic principles of electricity and magnetism and a good grasp of their practical applications. You should also have as appropriate a keen and developed interest in such subjects as high fidelity sound reproduction (including tape recording), photography, stage lighting, music (ideally with the ability to follow a music score), drama.

Training

Staff in all of the posts covered in this leaflet attend a three months' course, normally on appointment, at the BBC's



residential Engineering Training Centre near Evesham. Training is then continued "on the job" and by attending further courses at the Engineering Training Centre.

Engineers

School leavers intending to go on to university should note that selected graduates in Electrical/Electronic Engineering or Applied Physics are recruited for direct appointment as Engineers.

Welfare and Conditions of Service

Details of Conditions of Service are issued to all staff when they are appointed but the following points may be of particular interest.

Probationary Service

The first year of a Technical Operator's service and the first fifteen months of a Technical Assistant's service, during which reports on conduct and progress are made at intervals, is probationary. At the end of this period, provided your performance had been satisfactory, your appointment would be formally confirmed.

Pension Scheme

The BBC has an excellent contributory pension scheme. You may, if you wish, start contributing, and thus gaining pensionable service, as soon as you join. But membership of the scheme is obligatory when your appointment is confirmed, or subsequently when you become 21.

Salaries and Promotion

The salaries of all permanent staff are grouped according to a system of post grades. A slip setting out current salary scales is enclosed. Subject to satisfactory service salary rises by fixed annual increments until the maximum in the grade is reached. Further increase comes (general salary revisions apart) on promotion to a higher graded post. The basic grade of the posts dealt with in this leaflet is OP2. On reaching the roof salary Technical Assistants may expect to move to grade OP3 and then having successfully completed the training move to Engineer grade when a suitable vacancy occurs. Staff in the other categories may expect to proceed to grade OP3 after three years and after a minimum of 4½ years' service to be considered for promotion on a merit and seniority basis as vacancies occur. Further promotion is by competition

for vacancies advertised within the BBC. Members of staff are free to apply for any vacancy advertised within the BBC without prejudice to their present position. In this way, you are left free to develop your career along the lines of your own choosing and to go as far as your ability will carry you.

Hours of Work

Because of the nature of broadcasting operations, Technical Staff generally must be prepared to work shifts or irregular duty hours where necessary. Allowances are paid for such work in addition to basic salary. Duty rotas are based on a 42 hour week inclusive of meal breaks.

Mobility

Although you may expect normally to retain the base to which you are posted (unless in due course you compete successfully for promotion to a post elsewhere) circumstances could arise which would make it necessary for you to be moved, and you must be prepared to serve at any BBC premises, or to be transferred from one base to another within the United Kingdom if required. In such an event you could be eligible for special allowances.

Holidays

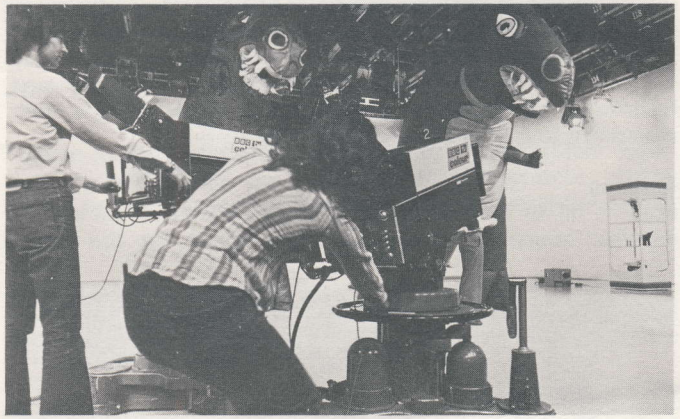
Annual leave is four weeks, plus eight public holidays and three special leave days, in each full calendar year of service.

Restaurants

There are good staff restaurants at, or near, all main BBC premises.

BBC Club

At very small cost you may join the BBC Club, which has branches in London and the provinces and which provides a wide range of social, sporting, artistic and other specialised activities.



How to Apply

Although vacancies are normally advertised in the Press and The Listener as they occur, if you are still at school or following a technical study course you should write to us about six months before you expect to meet the academic requirements. Others may apply at any time. In either case we should then be able to say what vacancies may be anticipated.

***A word of advice* — In your own interest it is important that you complete your application form fully and correctly. Remember that at the initial shortlisting stage all we generally know about you is what you tell us.**

Further details of appointments in the engineering and technical operations departments may be obtained from:-

**The Engineering Recruitment Officer,
BBC, Broadcasting House,
London, W1A 1AA**

September 1978