



## BROADCASTING BOARD OF GOVERNORS

Agency: Broadcasting Board of Governors  
Job Announcement Number: **DEU-08-154**

### Overview

#### TV Broadcast Technician, **GS-1001-12**

**SALARY RANGE:** \$69,764 - \$90,698 USD per year

**OPEN PERIOD:** October 23, 2008 –  
November 6, 2008

**SERIES & GRADE:** GS-1001-12

**POSITION INFORMATION:** Full Time -  
Career Conditional

**DUTY LOCATIONS:** Multiple positions –  
Washington, DC

**WHO MAY BE CONSIDERED:** All Qualified Applicants

**JOB SUMMARY:** This position is located at the Voice of America, Operations Support Division, TV Master Control Service. The incumbent of this position serves as a TV Master Control technician. The VOA operates a highly technical broadcast television facility, similar to, but in many respects, more complex than those of major U.S. television networks. The incumbent organizes and directs workflow in the TV Master Control area while using a variety of computer programs such as switchers, automation systems and Omneon, a media fileserver. The incumbent must be able to coordinate incoming and outgoing circuits to a variety of commercial sources as well as domestic and international satellite systems; while coordinating these transmissions with multiple satellite and fiber carriers. The incumbent must demonstrate ability as a video recording operator to set up and operate video recording, playback and automated video playout and digital fileserver systems.

#### **THIS IS A BARGAINING UNIT POSITION**

**INTRODUCTION TO THE AGENCY:** The Voice of America is a component of the Broadcasting Board of Governors. The VOA broadcasts news and information to millions throughout the world in more than 40 languages, via radio, television and the Internet. Our diverse, multicultural and dedicated professionals staff correspondent bureaus, transmission stations and marketing offices around the world in addition to our main offices in Washington, DC.

**Candidates who wish to be considered under merit promotion procedures (current or former Federal government employees) must apply directly to vacancy announcement M/P-08-154. Your application will only be considered for the vacancy announcement to which you apply.**

**The Full Performance Level: GS-12**

#### **KEY REQUIREMENTS:**

- Relocation Expenses will **NOT** be paid.
- Positions are for the evening and/or overnight shifts. Applicants must be able to work weekends and holidays.
- U.S. citizenship is required.

### **MAJOR DUTIES:**

Responsible to maintain quality control of audio and video signals prior to and during transmission and/or recording of satellite or other system feeds. Assures that programming material airs as scheduled. Monitors all incoming and outgoing feeds while staying in communication with all broadcast studios to monitor the quality of all video and audio material. Assures the quality of all material recorded into the media server. Operates video recording and playback equipment as well as automated video playout and digital fileserver systems. Monitors and adjusts broadcast systems to meet accepted broadcast standards using diagnostic tools such as wave form monitors, audio analyzers and other equipment. Advises on or directly resolves technical problems during broadcasts or program feeds. Assists in training junior staffers on both equipment and standard operating procedures. Uses knowledge of the signal flow of modern television facilities to take the necessary steps to correct or work around system problems and to know when to notify maintenance of any technical systems needing service. Maintains up-to-date knowledge of ever changing technical formats and equipment. May be called upon to perform as TV cameraperson or audio technician.

### **QUALIFICATIONS AND EVALUATION**

#### **QUALIFICATIONS REQUIRED:**

Applicants must meet the following basic requirements:

1 year of specialized experience.

**SPECIALIZED EXPERIENCE:** Experience that equipped the applicant with the particular knowledge, skills and abilities to perform successfully the duties of the position, and that is typically in or related to the work described in this announcement under “major duties”.

**HOW YOU WILL BE EVALUATED:** Once the application process is complete, a review of your application will be made to ensure you meet the job requirements. Your application will be evaluated and rated under the Category Rating and Selection Procedures. Your resume and supporting documentation will be reviewed and compared to your responses on the occupational questionnaire or KSAs (as applicable) to determine if you meet the minimum qualifications for this position. If you meet the minimum qualifications for this job, your qualifications will be further reviewed by a Human Resources Specialist and a Subject-Matter Expert, **OR** a panel of subject-matter experts to assess the quality, depth, and complexity of your accomplishments, experience, and education as they relate to the critical experience requirements listed in this vacancy announcement. You will then be placed in one of three rating categories:

- **Qualified Category** – Meets the specialized experience outlined in the minimum qualifications requirements section of the vacancy announcement.
- **Well-Qualified Category** – Meets the basic qualification requirements for the vacancy announcement and demonstrates proficiency in the critical competencies for this position.
- **Best Qualified Category** – Meets the basic qualification requirements for the vacancy announcement and has successful experience in the same or similar job that has demonstrated “**outstanding**” proficiency in applying knowledge, skills and ability in the critical competencies for this position to work of increased levels of difficulty and complexity.

You should be aware that your ratings are subject to evaluation and verification. If a determination is made that you have rated yourself higher than is supported by your resume, you will be assigned a rating commensurate to your described experience. Providing false information may be grounds for not selecting you or termination after appointment.

**Veterans' Preference:**

“Application of Veterans' Preference: the Category Rating Method does not add veterans' preference points or apply the rule of three, but protects the rights of veterans by placing them ahead of non-preference eligibles within each category. Preference eligibles who do not have a service-connected disability of 10 percent or more will be assigned to the appropriate quality category based upon the job-related assessment and will be listed ahead of non-preference eligibles within the appropriate quality category.

**DIRECTIONS FOR COMPLETING KSA STATEMENTS:** Consider what in your education and experience background best reflects your possession of each knowledge, skills, and ability (KSA). For each KSA, provide a clear, concise statement demonstrating your possession of the KSA as it relates to the position for which you are applying. Your statements should illustrate the degree to which your background has equipped you with each KSA, reflecting the scope and depth of your knowledge, skills, or ability and your level of responsibility. You may refer to paid or volunteer work, education or training, or any other applicable experience.

**KNOWLEDGE, SKILLS, AND ABILITY FACTORS:** Relative numerical values equate to a total of 30 points.

1. Working experience as a TV Master Control Operator with a complete understanding of TV signal measurement. Ability to make the appropriate measurements utilizing sophisticated test instruments such as wave form oscilloscopes and vector scopes to analyze, correctly set-up and manage incoming, outgoing and internal distribution of the TV signals. (10)
2. Working experience as a videotape operator/editor with both analog and digital systems. Must have working experience with NTSC, PAL and SECAM broadcast standards and be able to make technically correct videotape duplications into these standards. (8)
3. Ability to communicate orally, in writing and by computer as required for equipment maintenance reports, technical operations reports, accessing studio facility requests databases and for general communications via e-mail. (5)
4. Demonstrated working knowledge of a wide range of complex television systems, router systems, (Nvision, Grass Valley, etc.), including analog and digital video switchers, audio equipment, character generators, videotape recorders, studio cameras, remotely controlled robotic camera systems, digital video effects systems, satellite receivers, automation systems (Harris ADC-100), video fileserver systems (Omneon Spectrum Media Server, Appella, EVS, Letich, etc.) and associated technical systems. (5)
5. Skill in preventative maintenance and corrective maintenance to the broad level on a wide variety of professional broadcast equipment. Ability to test, repair and calibrate broadcast equipment to meet exacting US and international broadcast standards. (2)

The submission of statements addressing the Knowledge, Skills, and Abilities (KSAs) listed above is **highly encouraged** so as to assure that your relevant experience for the position for which you are applying is clearly articulated and geared towards each KSA element. KSA statements should be clear, concise examples of your experience that shows the depth of your knowledge, level of skill or the degree of your ability related to the individual KSA elements.

If you do not submit KSA statements, your relevant experience will be gleaned from the information affected in your application or resume **only** in order to evaluate your credentials against the KSAs. Please note however, that failure to submit KSA statements may result in lower scores being assigned during the evaluation process, in comparison with other candidates who submit targeted KSA statements.

## **Benefits and other Information**

### **BENEFITS:**

The Federal government offers a number of exceptional benefits to its employees. The following Web addresses are provided for your reference to explore the major benefits offered to most Federal employees.

**Flexible Spending Accounts** - The Federal Flexible Spending Accounts Program (FSAFeds) allows you to pay for certain health and dependent care expenses with pre-tax dollars. For additional information visit: <https://www.fsafeds.com/fsafeds/index.asp>

**Health Insurance** - The Federal Employees Health Benefits Program offers over 100 optional plans. For additional information visit: <http://www.opm.gov/insure/health/index.asp>

**Leave** - Most Federal employees earn both annual and sick leave. For additional information visit: <http://www.opm.gov/oqa/leave/index.asp>

**Life Insurance** - The Federal Employees' Group Life Insurance Program (FEGLI) offers: Basic Life Insurance plus three types of optional insurance, for additional information visit: <http://www.opm.gov/insure/life/index.asp>

**Long Term Care Insurance** - The Federal Long Term Care Insurance Program (FLTCIP) provides long term care insurance for Federal employees and their parents, parents-in-law, stepparents, spouses, and adult children. For additional information visit: <http://www.ltcfeds.com/>

**Retirement Program** - Almost all new employees are automatically covered by the Federal Employees Retirement System (FERS). FERS is a three-tiered retirement plan. The three tiers are: Social Security Benefits, Basic Benefit Plan, and Thrift Savings Plan. For additional information visit: <http://www.opm.gov/retire/index.asp>

This link provides an overview of the benefits currently offered to Federal employees. <http://www.usajobs.opm.gov/ei61.asp>

### **OTHER INFORMATION:**

**1. If you are an eligible Interagency Career Transition Assistance Program (ICTAP) applicant you may apply for special selection over other candidates for this position.** To be well qualified and exercise selection priority for this vacancy, displaced Federal employees must be rated 85 or above on the rating criteria for this position. ICTAP eligibles must submit one of **the** following as proof of eligibility for the special selection priority: a separation notice; a "Notice of Personnel Action" (SF-50) documenting separation; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; OR a Military Department or National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

**2. If you are a veteran with preference eligibility and you are claiming 5-point veterans' preference,** you must attach a copy of your DD-214 or other proof of eligibility. **If you are claiming 10-point veterans' preference,** you must attach an SF-15, "Application for 10-Point Veterans' Preference" plus the proof required by that form.

**If you are a veteran applying under the Veterans Recruitment Authority (VRA),** you must clearly annotate "**VRA**" on your resume. If you are filing under the VRA (Veterans Recruitment Authority), you must include a copy of your DD-214 or other proof of eligibility with your application.

If you are still on active duty, you may submit a statement of service from your Personnel Command which states the date you entered active duty, the date you are separating, and the campaign medals you have received. For more information on the VRA, consult the Vets Guide at: <http://www.opm.gov/veterans/html/vetguide.htm>

**3. If you are a male applicant** who was born after 12/31/59 and are required to register under the Military Selective Service Act, the Defense Authorization Act of 1986 requires that you be registered or you are not eligible for appointment in this agency.

**4. All qualification requirements must be met by the closing date of this announcement.**

Additional information on the qualification requirements is outlined in the OPM Qualifications Standards Handbook of General Schedule Positions. It is available for your review in our office, in other Federal agency personnel offices, and on OPM's web site at: <http://www.opm.gov/qualifications>.

**5. REASONABLE ACCOMMODATIONS** are provided to applicants with disabilities. If you need reasonable accommodations for any part of the application and hiring process, please notify the Agency. The decision on granting reasonable accommodations will be on a case-by-case basis.

**HOW TO APPLY:**

**DO NOT ATTACH ANY ADDITIONAL FORMS WHICH ARE NOT REQUESTED IN THIS ANNOUNCEMENT.**

**To submit the documents requested, follow the instructions below: Your resume, curriculum vitae, the Optional Application for Federal Employment (OF 612), or any other written format you choose to describe your job-related qualifications can be submitted by fax, mail or by hand-delivery. Please ensure that your resume contains your full name, address, phone and at least your last four digits of your social security number.**

**Instructions on submitting resume and supporting documents in hard copy via fax or by mail:**

**If you fax your documentation you must use a cover page.** The information contained on the cover page should match the information you provided to the occupational questionnaire. The Vacancy ID number **DEU-08-154**, your Name, and SSN should be written accurately and neatly. If the information is inaccurate or incomplete it will delay the processing of your application or you may not receive consideration for this position.

You can mail or hand deliver your application materials to the address below:

International Broadcasting Bureau  
330 Independence Avenue, SW  
ATTN: Office of Human Resources  
(Room 1543), Cohen Building  
Washington, DC 20237  
Attention: **Leslie Brown**  
**DEU-08-154**

**Resumes and, if applicable, any supporting documentation must be received in the Office of Human Resources by 5:00 p.m., on the closing date of this announcement.**

**REQUIRED DOCUMENTS:** Failure to submit all required documents will result in your application not being considered.

- **Resume**
- **Veterans Preference documentation**

**AGENCY CONTACT INFO:**

**Leslie Brown**

Phone: (202) 619-3117

Fax: (202) 401-0557 or (202) 205-8427

**Internet: [lybrown@bbg.gov](mailto:lybrown@bbg.gov)**

**Or write to:**

International Broadcasting Bureau

Office of Human Resources, (Room 1543)

ATTN: Leslie Brown

330 Independence Avenue, SW

Washington, DC 20237

USA

**WHAT TO EXPECT:**

After a review of your complete application is made you will be notified of your rating and/or referral to the hiring official. If further evaluation or interviews are required, you will be contacted.