

POSITION DESCRIPTION AND SELECTION CRITERIA

Role Title:	Videographer and Editor		
Classification:	\$79,000 + negotiable on experience	Date Approved:	22 January 2026
Reports to:	Executive, Cultural Media & Innovation	Unit:	Production
Award	Broadcasting, Recorded Entertainment and Cinemas Award (MA000091); Above Award Rates		

ORGANISATIONAL CONTEXT

Imparja Television is a 100% First Nations-owned, independent, not-for-profit commercial television broadcaster based in Alice Springs and is recognised as one of the original First Nations television broadcasters in Australia.

Established in 1987 and first going to air on 2 January 1987, Imparja was a pioneer in First Nations broadcasting, paving the way for First Nations voices, stories and perspectives to be seen and heard on Australian television. From its earliest days, Imparja has played a critical role in creating opportunities for First Nations storytellers and in delivering culturally relevant content to some of the most remote parts of the country.

Today, Imparja operates 28 retransmission sites across the Remote Central and Eastern Australia (RCEA) licence area. Our broadcast footprint spans more than 3.6 million square kilometres across six states and territories, reaching over 200 remote First Nations communities and an estimated audience of more than one million viewers daily.

In addition to television broadcasting, Imparja provides capacity for 14 Aboriginal radio services, all uplinked via the Optus Belrose satellite facility and available on the Viewer Access Satellite Television (VAST) service. Imparja continues to build on its legacy as a trailblazer in First Nations media, balancing cultural responsibility with creative ambition and commercial sustainability.

PRIMARY PURPOSE AND FUNCTION OF THE ROLE

The Videographer and Editor plays a key creative and technical role within Imparja Television, responsible for capturing, producing, editing and delivering high-quality video content across broadcast, digital and commercial platforms.

This role supports a wide range of content needs, including promotional, editorial, corporate and commercial video production, and works closely with internal teams and external clients to bring stories, campaigns and concepts to life.

The Videographer and Editor is expected to demonstrate strong cinematography skills, creative thinking and a passion for visual storytelling, while working efficiently in a fast-paced broadcast environment. Creativity, innovation and attention to detail are essential, as is the ability to adapt content for different audiences and platforms.

This role works collaboratively across production, programming, sales and executive teams to ensure content is delivered to a high professional standard and aligned with Imparja's brand, values and strategic objectives.

PERFORMANCE INDICATOR	MEASUREMENT
Mission, Vision & Values Alignment	<ul style="list-style-type: none"> • Demonstrates understanding of Imparja's mission, vision and values in daily work activities • Applies organisational values consistently in decision making and problem-solving • Contributes positively to Imparja's cultural objectives through respectful and collaborative interactions • Actively supports Imparja's commitment to Indigenous broadcasting and community connection within the scope of the role • Participates in organisational initiatives that reflect Imparja's values and purpose
Operational Performance	<p>Cultural Competency with First Nations communities and people</p> <ul style="list-style-type: none"> • Ensuring respectful communication with First Nations people – both internally to Imparja and externally. Evaluation based on observation of conduct around First Nations communities, and having no verified complaints from First Nations people in terms of conduct <p>Creative Contribution and Innovation</p> <ul style="list-style-type: none"> • Demonstrated ability to innovate and experiment with new ideas in filming and editing. Evaluation based on the creativity and visual impact of completed projects <p>Timeliness & Efficiency in Production</p> <ul style="list-style-type: none"> • Percentage of projects completed within scheduled timelines. Evaluation based on adherence to production schedules and ability to meet deadlines
Teamwork & Collaboration	<ul style="list-style-type: none"> • Attends, participates and contributes to team meetings • Attends, participates and contributes to all staff meetings • Communicates effectively with all team members, clients and stakeholders • Seeks guidance appropriately while showing initiative and accountability • Demonstrates the competencies and decision-making capabilities expected at level
Training and Development	<ul style="list-style-type: none"> • Completes identified onboarding training • Applies new skills and knowledge from training to improve work performance • Relevant professional development identified in the first 6 months and completed within agreed timeframe
WHS, Policy & Procedure	<ul style="list-style-type: none"> • Adhere to Imparja Work Health Safety policies and procedures 100% of the time, with demonstrated key learnings on challenges and improvements for any non-compliance • Completion of required safety training

Demonstrates Core Competencies	<ul style="list-style-type: none">• Strong organisational skills with ability to prioritise multiple tasks and projects• Ability to communicate effectively• Adaptable when responding to changing priorities• Proactive and self-motivated with the ability to work independently, as well as part of a team• Maintain confidentiality when handling sensitive information
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SELECTION CRITERIA

Candidates for the position must address the following selection criteria:

Key responsibilities:

- Film and produce high-quality video content for broadcast, digital and social platforms
- Edit video content using Adobe Premiere Pro to broadcast and digital standards
- Create commercial video content for clients, sponsors and partners in line with agreed briefs
- Apply strong cinematography techniques including composition, lighting, camera movement and sound capture
- Contribute creative ideas and innovative approaches to content development and storytelling
- Collaborate with producers, presenters, marketing and commercial teams
- Manage and maintain camera, lighting and audio equipment
- Work on location, including regional and remote areas as required
- Ensure respectful, culturally competent engagement with Aboriginal people and communities
- Ensure all content aligns with Imparja's editorial standards, cultural protocols and workplace policies

Essential experience:

While not essential, the following skills and experience will be highly regarded:

- Graphic design skills, including experience with Adobe Photoshop, Illustrator or similar tools
- Experience with motion graphics or basic animation (e.g. After Effects)
- Experience producing content for social media platforms, including vertical and short-form video
- An understanding of branding and visual identity across platforms
- Drone operation and licensing (or willingness to obtain)
- Photography skills for promotional or editorial use
- Experience working in regional or remote environments
- Knowledge of broadcast workflows and delivery specifications
- Deep respect for and sensitivity to the diverse cultural values, traditions, and aspirations of Aboriginal and Torres Strait people, with a passion for supporting self-determination and empowerment.

Education:

- Demonstrated experience as a videographer or camera operator in broadcast, digital or commercial environments preferably 3 years+ Videography experience