

POSITION DESCRIPTION AND SELECTION CRITERIA

Role Title:	RF Technician		
Classification:	\$110,000 + Superannuation + Salary Packaging	Date Approved:	4 June 2026
Reports to:	Executive of Transmission Services	Unit:	Engineering & Technical Services
Award	Electrical, Electronic and Communications Contracting Award [MA000025]		

ORGANISATIONAL CONTEXT

Imparja Television is an Aboriginal-owned, independent, not-for-profit commercial television broadcaster based in Alice Springs. Established in 1988, Imparja operates 28 retransmission sites across the Remote Central and Eastern Australia (RCEA) licence area.

Our broadcast footprint covers more than 3.6 million square kilometres across six states and territories, reaching over 200 remote Aboriginal communities and an estimated daily audience of more than one million viewers.

Our signal and the 14 Indigenous radio services for which we provide capacity are uplinked at the Optus Belrose satellite facility and are available on the Viewer Access Satellite Television (VAST) platform.

PRIMARY PURPOSE AND FUNCTION OF THE ROLE

Based in Alice Springs, this role is a key member of the Engineering and Technical Services team, reporting to the Executive, Transmission Services, and involves regular travel to retransmission sites across Imparja's licence area, including occasional travel to remote Indigenous communities.

The RF Technician ensures the reliable operation, installation, maintenance and repair of Imparja's transmission, satellite and communications systems, supporting the continuous delivery of high-quality broadcast services to remote and regional communities.

PERFORMANCE INDICATOR	MEASUREMENT
<p>Mission, Vision & Values Alignment</p> <ul style="list-style-type: none"> • Demonstrates alignment with Imparja’s values and strategic direction. • Supports delivery of broadcast services to remote and regional communities. • Engages respectfully with colleagues, contractors, and community stakeholders. 	<ul style="list-style-type: none"> • Annual performance review. • Evidence of values-based behaviours and contribution to organizational initiatives. • No substantiated complaints: positive feedback recorded at review.
<p>Technical Performance</p> <ul style="list-style-type: none"> • Faults are responded to and resolved within agreed timeframes. • Preventative maintenance is completed as scheduled. • Performance testing (PoP) is completed and documented as required. • Maintenance records, work orders, and equipment histories are accurate and up to date. • On-call duties are performed reliably and escalations managed appropriately. • Applies technical expertise to deliver safe, accurate, and high-quality outcomes 	<ul style="list-style-type: none"> • ≥95% of faults responded to and resolved within defined timeframes. • ≥95% of scheduled maintenance completed on time. • 100% of PoP testing completed and documented as scheduled. • Documentation accuracy confirmed through audit processes. • On-call response and escalation performance meets service expectations.
<p>Teamwork & Collaboration</p> <ul style="list-style-type: none"> • Supports technical and non-technical stakeholders effectively. • Works collaboratively across teams, contractors, and operational areas. • Adapts to changing operational priorities as required. • Contributes to problem-solving, continuous improvement, and positive team culture. • Communicates clearly and effectively, including clarifying and questioning when required. • Actively participates in team and organizational meetings. 	<ul style="list-style-type: none"> • Positive stakeholder and manager feedback on collaboration and communication. • Contractor outputs meet required quality and safety standards. • Evidence of constructive contribution in performance review and team feedback
<p>Training & Development</p> <ul style="list-style-type: none"> • Maintains all mandatory qualifications and certifications. 	<ul style="list-style-type: none"> • 100% of required certifications current at all times.

<ul style="list-style-type: none">Engages in relevant professional development activities.	<ul style="list-style-type: none">At least one relevant professional development activity per review period.
WHS, Policy & Procedure <ul style="list-style-type: none">Complies with WHS policies and safe work practices at all times.Works safely in all environments, including remote and height-related work.Reports incidents and near misses promptly and accurately.	<ul style="list-style-type: none">100% of incidents and near misses reported within required timeframes.No incidents arising from breaches of safe work practicesNo substantiated WHS breaches during review period.

SELECTION CRITERIA

Key responsibilities:

- Respond to faults and service disruptions, troubleshooting and restoring services promptly.
- Perform corrective maintenance on complex equipment, including module replacement and component-level repairs.
- Conduct scheduled preventative maintenance, documenting outcomes and arranging follow-up work as required.
- Carry out Proof of Performance (PoP) testing to ensure compliance with broadcast specifications, technical standards, and contractual requirements
- Maintain accurate records, including work orders, maintenance logs and RF hazard/site documentation.
- Install and commission new equipment and systems, including acceptance and performance testing.
- Support First-In Maintainers (FIMs) and non-technical staff with fault diagnosis and rectification.
- Supervise contractors to ensure quality and safety standards are maintained.
- Provide technical support and maintenance services to Remote Indigenous Media Organisations and VAST radio services as required.
- Work with the manager to identify resource needs and support planned maintenance systems.
- Participate in an on-call roster and respond to callouts independently with minimal supervision.
- Comply with Imparja Television's Health and Safety policies and promptly report all incidents and near misses.
- Undertake other duties as directed by the Executive, Transmission Services.
- Work in alignment with Imparja Television's Values and Mission.
- Contribute to training and mentoring of technical staff and trainees, including support for Aboriginal staff development.

Essential Experience & Certifications

- Qualification in electronics, telecommunications, broadcast engineering or related field.
- Sound knowledge of RF systems and broadcast transmission equipment, with experience in maintenance and repair.
- Experience in installation, operation, maintenance and repair of broadcast, communications and satellite systems, including associated test equipment.
- Current Driver's Licence and four-wheel-drive experience.
- Construction Industry White Card, or ability to obtain
- Working at Heights Certificate and Tower Rescue qualification, or ability to obtain.
- Dogging/Rigging ticket, or ability to obtain
- Senior First Aid Certificate.
- Strong interpersonal and communication skills, with the ability to work effectively with diverse stakeholders.
- Ability and confidence to work independently in remote environments.
- Flexibility to work varied hours, including on-call roster participation.
- Willingness to travel regularly to remote and interstate locations within Imparja's licence area.

Desirable Experience & Certifications

- Experience working in remote or regional field service environments.
- Familiarity with the VAST platform or satellite uplink operations.
- Experience working within or alongside Indigenous organisations.

Core Competencies

- Applies sound judgement and analysis to complex technical and operational challenges.
- Works collaboratively to achieve agreed outcomes.
- Manages workload, competing priorities, and operational risk effectively.
- Demonstrates adaptability and resilience, and supports others through change
- Demonstrates cultural awareness and commitment to inclusive, respectful workplace practices.