

POSITION DESCRIPTION

POSITION PROFILE

Position Title:	AV Systems Engineer (Implementation)
Department:	Installed Systems
Location:	<input checked="" type="checkbox"/> The P.A. People office (Rhodes) <input type="checkbox"/> Hybrid model (office/working from home) <input checked="" type="checkbox"/> On-Site (various locations, may include intra/interstate travel)
Type of Employment:	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Casual <input type="checkbox"/>
Reports To:	Manager, Installed Systems
Direct Reports:	Nil
Document Effective:	March 2022 version 1.0
Document Modified:	

ABOUT THE P.A. PEOPLE

The P.A. People is a specialist integrator and contractor in sound reinforcement, audio visual systems, performance lighting and production communications. With over 50+ year history the company has developed a reputation as a leader in these fields, understanding the rigours of working in a design construct environment and working with other trades and services to ensure delivery of a fully integrated package.

The P.A. People is independent, Australian owned and Sydney based, operating locally, nationally and globally. Our activities are divided into three operational groups: sales, hire service, installed systems and event communications.

The position of AV Systems Engineer is part of the Installed Systems team. This is the largest group within The P.A. People in terms of revenue generated and staff numbers. The team's strength is that it covers every aspect of a solution from the sale, through design, engineering, installation and commissioning. Our mission is to deliver the right solution at the right price, on time and with the performance and workmanship quality solutions demand

POSITION SUMMARY

The Systems Engineer (Implementation) plays a key role in the project design and implementation aspects of the Install Systems team.

As the AV Systems Engineer you will take full responsibility for the successful design and commissioning of systems requiring programming, configuration and operator training. Your goal is the final sign off and acceptance by the customer. You will work with design engineers, project managers and installers to plan and manage the implementation timeline, facilitate and delegate the tasks necessary to bring the system to the point where you can take over responsibility for the final completion and handover to the customer.

You will utilise your interest, flair, technical understanding and attention to detail in AV technology to get things done to meet the timeline and quality expectation of the customer.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The key responsibilities of this role includes, but is not limited to:

- Working collaboratively with the systems engineer (hardware), project manager and customer to establish and develop the programming and user interface needs of the systems being implemented.
- In concert with the project manager establish the timeline/s for the:
 - programming of the project hardware design; and,
 - commissioning of the project after sales and engineering handover.
- Verifying, testing and commissioning the system to the customer's satisfaction to gain completion sign off.
- Preparing and presenting system and instruction manuals and other documentation (as required) to the customer's specifications operational requirements.
- Undertake system design and programming of:
 - various audio DSP based systems; and,
 - AMX/Crestron control systems.
- Conduct loud speaker system optimization (system tune and commission).
- Assemble, prepare and deliver system and operational training for the customers staff to the level agreed to in the contract specification or as instructed by the manager of the department.
- Support the general team during busy periods or during leave (where the individual has skills and experience to do so).
- Fulfil other tasks associated with the departments or organisations core peripheral activities that your manager/s may reasonably ask you to perform.
- Act as a client/customer focused, values-based team member and work collaboratively with other staff to achieve strong results across all activities at The P.A. People.
- Ensure behaviour during all work interactions is aligned to our values.

DECISIONS MADE IN THIS POSITION

Decisions made in the position

- Decisions to use alternate items of equipment to improve system design or to enable delivery of a project in the bounds of the project in hand.

Decisions referred

- Commercial and payment terms and discount related matters are to be referred to the Project Manager.
- Significant embellishments to a project are to be referred to the Project Manager or Manager, Installed Systems.

WORKING RELATIONSHIPS

As a member of the Installed Systems team, you will work closely with people holding the following positions in The P.A. People and have external contacts and relationships with:

Internal

- Manager, Installed Systems
- Design Engineer
- Project Managers
- All team members of the Installed Systems team, including installers, purchasing officer, warehousing staff and the finance/admin team.

External

- Contractors (installers)
- Various customers from project to project
- Various suppliers

SELECTION CRITERIA

<p>Qualifications Certificates Licenses</p>	<p><u>Mandatory</u></p> <ul style="list-style-type: none"> • Current NSW Working with Children Check • Current Police Check • COVID-19 Vaccination Certificate • Current NSW Drivers licence • Maintain eligibility to work in Australia <p><u>Essential</u></p> <ul style="list-style-type: none"> • Tertiary level qualifications in electronics, IT, communications, or audio design. • 2+ years previous experience in audio visual specific programming using AMX, Crestron and/or other system. • 2+ years' experience in design and implementation of computer networking, IP/web-based systems and protocol.
<p>Experience Knowledge and Skills</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Experience in designing and implementing pro audio visual and control systems, DSP signal processing, broadcast video, audio and video conferencing systems, sound reinforcement systems and media control systems. • Knowledge of standard audio-visual practices and installation standards. • Thorough knowledge of projection technologies, digital interfacing, video conferencing, routing and switching, and control systems. • Demonstrate a high level of experience in programming audio DSP based systems. • Demonstrated ability to engage with a variety of audiences, tailoring communication to suit the relevant audience. • Team player who takes own initiative in supporting and achieving team objectives. • Ability to work autonomously and as part of a team. • Proficient across the Microsoft office suite.

<p>Experience Knowledge and Skills continued...</p>	<ul style="list-style-type: none"> • Strong organisational and time management skills with the ability to prioritise and manage multiple tasks, delivering to agreed outcomes. • Strong communication skills (including written, verbal and virtual). • Strong interpersonal skills and ability to build a rapport with others and an ability work collaboratively with the wider organisation. • An ability to adapt to in-house systems and databases. • Problem-solving skills, that are solutions focused. • High attention to detail and accuracy in all work performed. • Sound interpersonal skills and problem-solving skills. • Have a proactive, adaptable, and positive approach. <p><u>Desirable criteria</u></p> <ul style="list-style-type: none"> • Knowledge in audio networking protocols and systems. • Knowledge of acoustic measurement. • Experience with Visual C++ or Visual Basic and HTML, an advantage.
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PERSONAL ATTRIBUTES

Creative and Innovative

- Finds ways to work better and smarter
- Generates options and ideas
- Is open to change and alternatives

Determined

- Research options and sets a clear path
- Deals with obstacles
- Has clear goals and a commitment to quality

Collaborative

- Works with others to achieve common goals
- Engenders a spirit of teamwork
- Inspires trust

Analytical

- Reviews opinions before making judgements
- Presents clear and logical arguments
- Takes a systematic approach when building toward improvements

Honest

- Is credible and truthful
- Is reliable and trustworthy
- Acknowledges and learns from mistakes

Flexible

- Adapts to changing circumstances in the workplace
- Prioritises work and addresses what is most important
- Takes advantage of new and emerging opportunities

Self-disciplined

- Manages own time to achieve key outcomes
- Avoids distraction and diversions

WORKPLACE POLICIES AND PROCEDURES

It is expected The P.A. People team members are familiar with and perform their duties in line with The P.A. People’s values, relevant code of conduct & ethics, policies and procedures, professional standards and legislative requirements.

WORK HEALTH AND SAFETY

The P.A. People team members are required to take reasonable care for their own health and safety, and that of others in the workplace. That their actions or omissions do not affect the health and safety of themselves or others in the work environment, and comply with all health and safety legislative requirements, policies and procedures as amended from time-to-time.

DOCUMENT ACCEPTANCE

No position description can capture the complexity of tasks undertaken by a role within The P.A. People. Therefore, this position description should not be seen as limiting. Some flexibility is required when using this position description, as there may be other tasks, not described within this description, which may be given to this position from time-to-time.

Position descriptions evolve and change over time, The P.A. People will revise and amend position descriptions as required.

I have read and understood all details continued in this Position Description.

I acknowledge this document is not intended to constitute a complete list of my duties and I may be required to carry out other duties consistent with my position or as reasonably instructed by management.

Employee Name

Employee Signature

Date

Managers Name

Managers Signature

Date