

## POSITION DESCRIPTION

*The statements below are generic and may not describe all Department/Service/Unit work requirements inherent to the job.*

<b>Date of Review:</b> 10/01/2018	<b>Name of incumbent:</b>	<b>Supersedes &amp; Replaces version:</b>	
<b>Department:</b> Technology and Innovation		<b>Service / Unit:</b> Media Fundamentals and Production Technologies	
<b>Position Title:</b> Project Engineer AI and Data for Media Production		<b>Business Title:</b> Tbd.	<b>Location:</b> Geneva
<b>Job Category:</b> Expert	<b>Salary Class:</b> Tbd.	<b>Hours:</b> <input checked="" type="checkbox"/> FT <input type="checkbox"/> PT            %	<b>Travel:</b> <input checked="" type="checkbox"/> Yes            % <input type="checkbox"/> No
<b>Title of Immediate Supervisor:</b> Principal Project Manager		<b>Supervises Others:</b> <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes If Yes how many people?	

### 1. Department/Service/Unit Summary and Mission

The Technology & Innovation Department is known around the world for spearheading developments and innovations in broadcasting and media technology and standardising these efforts, in areas such as IP networked media, immersive media, media cyber security, metadata, connected TVs, personalization and in digital radio. Working together with experts throughout the EBU community, it's aim is to keep broadcasters up to speed on technical developments and offer recommendations and innovation in related areas.

### 2. Position Summary and Mission

Artificial Intelligence, Machine Learning, Cloud and Metadata technologies will significantly impact media production and workflows (e.g. in News and Sports, Archives) and will be applied to analysis of video and audio content. It will be at the centre of the digital transformation of broadcasters alongside IP Network and Cloud based workflows.

The Project Engineer AI and Data for Media Production will develop a detailed understanding of AI technologies and algorithms and determine their relevance, opportunities and risks for media production. He/She is keen to experiment with emerging Data, AI and ML driven technologies and their applications in media production. In addition, he/she will become familiar with existing EBU metadata solutions like EBUCore, EBUSport, the Class Conceptual Data Model and their applications. The aim is to help EBU Members maintain and extend the EBU specifications they use and also increase their knowledge, bridging the gap between the technology and creative domains. He/She shall be able to apply his/her knowledge to rapidly develop prototypes both independently and in collaboration with EBU Members. Development skills or desire to learn are important.

Further tasks will include setting-up pilots and demonstrations in our Lab environment and with EBU Members. For this a key objective will be to bring Members experts together in communities to share and learn, and co-develop with each other. The ability to disseminate acquired knowledge to the team and the Technical Committee groups and to the wider EBU membership including external forums will be a key requirement. Good communication skills are therefore essential.

### 3. Principal Responsibilities of the position

Responsibility <i>(What is done)</i>	Content <i>(How it is done, instruments, process)</i>	Time spent [%]
Key Tasks	<ul style="list-style-type: none"> <li>• Fundamental know-how on standard metadata editing and parsing tools (XML, Json, RDF is a plus)</li> <li>• Fundamental know-how on mathematics in AI, ML algorithm and prominent tools (TensorFlow, VideoIndexer, etc.) offered by large cloud companies.</li> <li>• Enthusiasm and curiosity to follow the vibrant development in the fields of metadata and AI to understand the impact and applications for media production.</li> <li>• Maintain and develop EBU metadata specifications in close cooperation with Members' experts</li> <li>• Build and test prototype implementations to illustrate the value to Members.</li> <li>• Basic understanding of media production technologies and workflows. Assist and work very closely with the EBU's Metadata Top Expert, become familiar with EBUCore and other EBU metadata specifications, carry out programming and experimental tasks, create communities amongst the EBU Members experts with similar interests, establish collaborations to realize rapid prototype applications, assist in developing open source for workflow integration of AI.</li> <li>• Assist in standardisation questions and the organisation of thematic conferences and workshops</li> <li>• Setup and commission technology demonstrators, proof of concepts and pilots to showcase the new opportunities and technical feasibility</li> <li>• Continuously monitor the trends and keep the community informed</li> <li>• Establish and facilitate collaboration and partnerships between EBU activities, EBU units, the EBU members and the industry as well as coordinate activities such as the EBU Big Data Initiative</li> <li>• Support preparation of training activities</li> </ul>	60
Key Accountabilities	<ul style="list-style-type: none"> <li>• Work hand-in-hand with the department's Metadata Top Expert.</li> <li>• Liaise frequently with the Software Engineering Team and other discipline experts of the team and department and actively share knowledge and ideas</li> <li>• Deliver on the objectives of the Technical Committee work plan</li> <li>• Develop prototypes, prepare demonstrations, and pilots, and organise testing and plug-fests as required</li> <li>• Provide knowledge transfer internally and externally</li> <li>• Support expert groups and EBU communities</li> </ul>	20
Other Tasks	<ul style="list-style-type: none"> <li>• Disseminate know-how and advice to EBU Members and partners</li> <li>• Provide advice on new related technologies to the relevant operational areas of the EBU as necessary</li> <li>• Prepare and present strategic reports</li> <li>• Contribute to standards work</li> </ul>	10

## 4. Leadership and People Management:

### Management Path

<b>Professional</b> <input type="checkbox"/>	<b>Project Manager</b> <input checked="" type="checkbox"/>	<b>Team Leader</b> <input type="checkbox"/>	<b>Manager</b> <input type="checkbox"/>	<b>Senior Manager</b> <input type="checkbox"/>
Individual contributor, no direct responsibility for leading others	Advises and coordinates work teams; answers complex questions functioning as an expert resource; maintains assignment completion schedules. Performs the same and higher level tasks as team.	Coaches team members in skills; leads, schedules, allocates and monitors work. Disciplinary problems are referred to a higher level. Participates in the selection process of new employees and performance management.	Directs a senior team or more than one team, determines team structure and roles of members. Takes active part in hire decisions with Senior Manager and HR, performance appraisals, compensation and benefits, and disciplinary problems.	Responsible for multiple units of Team Leaders, Managers and top experts. Has proven track record in leading with impact.

### Expert Path

<b>Expert</b> <input checked="" type="checkbox"/>	<b>Senior Expert</b> <input type="checkbox"/>	<b>Top Expert</b> <input type="checkbox"/>
The Expert is a highly skilled professional in a specific area	The Senior Expert is recognized as a leader in her/his field within a function area; with no people management responsibilities.	The Top Expert is recognized as the absolute "guru" in her/his field; with no people management responsibilities.

## 5. Complexity of Work:

- 1) **Defined:** Either operational, financial or human – easily understood, scope of problem is well-defined.
- 2) **Difficult:** Either operational, financial or human – Not easily understood, requires understanding of other disciplines and job areas.
- 3) **Complex:** Requires broad-based solutions considering two of three dimensions – operational, financial and human. Analytical ability is clearly required.
- 4) **Multi-dimensional:** Involved directly in all three dimensions – operational, financial and human.

## 6. Impact:

- 1) **Limited:** Hard to identify contribution to achievement of results, influence is limited by strong direction.
- 2) **Some:** Easily discernible or measurable contribution that usually leads indirectly to achievement of results.
- 3) **Direct:** Directly and clearly influences the course of action that determines the achievement of results.
- 4) **Significant:** Quite marked contribution with authority of a frontline or primary nature.
- 5) **Major:** Predominant authority in determining the achievement of key results.

## 7. Financial Responsibility:

partly as far as operating budgets of any related projects managed in own area are concerned.

## 8. Principal Contacts and Communications:

Internal:

MFPT Team and Manager, Cross Departments

External:

New Media Industries, Start-Ups, Members, Industry, Academia.

### 9. Formal Education:

- Professional/High School
  Master's Degree, subject: Engineering  
 Masters Degree in networked media, electronics, computer science, computer networking or related field
- PhD, subject:
  Other (please specify):

### 10. Practical Experience:

- About one years of work experience in development of media technology environment (public broadcast media experience or R&D is a clear plus). Experience in broadcast or media during University activities can be accounted.

### 11. Language Skills Required:

List specific languages :	English	<input type="checkbox"/> Basic	<input type="checkbox"/> Advanced	<input checked="" type="checkbox"/> Proficient	<input type="checkbox"/> Native
	French	<input type="checkbox"/> Basic	<input type="checkbox"/> Advanced	<input type="checkbox"/> Proficient	<input type="checkbox"/> Native
	Other:	<input type="checkbox"/> Basic	<input type="checkbox"/> Advanced	<input type="checkbox"/> Proficient	<input type="checkbox"/> Native

### 12. Specific Qualifications and Experience

- Demonstrate experience with AI-ML-Data applications and related programming techniques
- Demonstrate experience with Cloud and IP technologies
- Ability to get buy-in to complex technology projects by explaining the projects in terms that are understandable to a different range of stakeholders
- Public speaking
- Pro-active, curious, open minded, creative
- Team player
- Computer Science or equivalent engineering degree.
- Experience with scripting language (Python, Ruby, ...) and with Open Source frameworks.
- Good understanding of distributed systems, networking, security, storage and cluster orchestration systems.
- Working knowledge of AGILE development, SCRUM.

### 13. Signatures

Employee	Manager	Director	Human Resources
_____	_____	_____	_____
Date and signature	Date and signature	Date and signature	Date and signature

## 14. EBU Staff Values:

Values	Descriptive Statement
<b>Team Spirit &amp; Performance</b>	<ul style="list-style-type: none"> <li>➤ We join forces across the organisation to reach our goals</li> <li>➤ We aim for excellence in every aspect of our work</li> <li>➤ We actively share knowledge and best practices</li> </ul>
<b>Respect &amp; Recognition</b>	<ul style="list-style-type: none"> <li>➤ We treat others with respect and recognise their diversity</li> <li>➤ We give clear and timely feedback</li> <li>➤ We give credit to our colleagues for their contributions and achievements</li> </ul>
<b>Accountability &amp; Responsibility</b>	<ul style="list-style-type: none"> <li>➤ We are accountable for our actions and behaviour</li> <li>➤ We deliver our work on time</li> <li>➤ We communicate our actions and decisions transparently</li> </ul>
<b>Creativity &amp; Innovation</b>	<ul style="list-style-type: none"> <li>➤ We look for better ways to get things done</li> <li>➤ We seek and embrace innovative ideas</li> <li>➤ We transform our best ideas into reality</li> </ul>
<b>Service &amp; Solutions</b>	<ul style="list-style-type: none"> <li>➤ We engage with our Members and customers and act on their requests</li> <li>➤ We connect the relevant people to find the best solutions</li> <li>➤ We go the extra mile</li> </ul>