

BAI Communications Broadcast Technician Apprenticeship Program

Information for prospective apprentices



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Who are we and what do we do?

BAI Communications (BAI) is shaping the future of broadcast, shared infrastructure and wireless solutions, bringing fresh, independent thinking to the connectivity landscape for broadcasters, governments, mobile network operators, private enterprises, rail and transport operators, and venues. Together, the services we deliver are transforming connectivity throughout Australia, from broadcast towers on remote ridgelines to private 5G networks underground, and everywhere in between.

BAI operates one of the most extensive broadcast networks in the world, delivering 1,985 fully managed television and radio transmission services across 745+ sites nationally. That's 127 million broadcasting hours reaching more than 99% of the Australian population.

Our decades-long partnerships with national public broadcasters, ABC and SBS, have seen BAI manage the Australian transition from analogue to digital television. Throughout that journey, we collaborated with the broadcast industry to provide spectrum-planning advice to the Australian Communications and Media Authority. Today, we are applying our expertise to advance the broadcast and telecommunications networks of the future; for example, bringing the first 4K TV broadcasting trials to Australia. We also work in partnership with commercial broadcasters Seven, WIN, Ten and Southern Cross Austereo.

In times of crisis, such as natural disasters, national broadcasters rely on BAI to maintain their connection with Australians, and emergency services trust us to keep them connected, informed and safe. In New South Wales (NSW), we operate and maintain the government's Public Safety Network for the NSW Telco Authority, running more than 600 P25 sites that facilitate communication among emergency services, transport, energy and environmental agencies.

For more information on what we do check out www.baicomunications.com and our virtual tour platform, bai360.baicomunications.com.

The role

At BAI Communications, no two days as a broadcast technician are the same. Our broadcast technicians deliver a high level of customer service by combining their knowledge of electronics and communications equipment with their passion for keeping our network and more importantly Australian communities connected. They work on a variety of electronic, broadcast and communications equipment at transmission sites in incredible locations across the country.

You will be based at a site office and travel to broadcast transmission sites, often in remote locations, by 4WD or aircraft. These trips may involve staying away from home for prolonged periods of time.

As an apprentice, you will assist an experienced and skilled broadcast technician at a site and participate in the installation, maintenance, and repair of equipment while they provide you with on-the-job training, coaching and mentoring.

The role requires emergency fault repair and maintenance along with performance testing for clients which take place outside normal working hours.

This is an incredible opportunity to work with a broad range of broadcast and communication equipment, including:

- Digital television transmitters
- Analog and digital radio transmitters
- Satellite receiving systems
- Telemetry systems
- Precision test equipment, including network analysers, spectrum analysers, radio frequency (RF) analysers, and audio analysers
- High power antenna and combiner systems
- Emergency Power Plant Systems

What is an apprenticeship?

An apprenticeship is a learning pathway that combines paid on-the-job training and formal study with a Registered Training Organisation (RTO).

The nominal term for an apprenticeship is four years, including three years of formal training delivered by an RTO. With BAI Communications, you would be employed in accordance with the [BAI Communications Broadcast Technician Enterprise Agreement 2022](#) and the relevant BAI Communications policies.

At the end of the apprenticeship, you will receive a nationally recognised qualification, and opportunities within our company for permanent employment to progress your career further.

What you will need:

- Completed Year 12 with high achievement or equivalent in English, Mathematics and Science (preferably with Physics content) at a minimum, higher education graduates also welcome
- A current drivers licence
- To be eligible for an apprenticeship, applicants must be an Australian or New Zealand citizen, permanent resident or have full working rights.



Training

Should your application be successful, you can look forward to completing a **Certificate III in Electronics and Communications** at a relevant RTO, which may be interstate. The delivery method differs depending on the RTO and available course, however, the preference will be block delivery in a central location, where you will complete assignments and assessments with your apprenticeship cohort. If interstate training is required, an allowance will be paid by BAI for living expenses.

To help you achieve your Certificate III, there are several comprehensive development opportunities throughout your apprenticeship with us, such as:

- **Local Support:** When you accept your offer at BAI Communications, a local Service Support Coordinator will be available to support as you get started, helping you to find your way around and settle into your new environment.
- **Training and development:** Structured training, on the job learning and professional development activities. You will undertake specialised training on all of the major types of equipment used by BAI, interspersed with on-the-job training in the field, where you will make an active contribution to BAI's maintenance operations.
- **Apprentice networking and learning group** - Provides you with an opportunity to develop peer relationships, and to share with and learn from each other's experiences in BAI.
- **Performance and development:** Your performance and development are supported through BAI's *My Plan* process. This ongoing approach focuses on goal setting and development planning, regular progress reviews, coaching conversations, and recognising achievements throughout the year.
- **Mentoring:** You will be paired with a mentor - typically one of the company's most senior technicians who will act as a 'sounding board' during the early stages of your career. This relationship is designed to give you the opportunity to engage in open discussion, objective feedback, and guidance regarding your future within BAI.
- **Peer support:** You will be partnered with a current Apprentice or Technician who has recently completed their apprenticeship and can provide practical, first-hand advice and guidance.
- **Continual support:** All our programs are designed to offer ongoing development and education within the field.
- **Online learning:** You will be able to access personal and professional development courses from your work computer, via BAI's e-learning system and LinkedIn Learning.



Work locations

Travel is a large component of working as a broadcast technician but will usually be from a permanent base and stay within state boundaries.

Potential locations available to support our apprentices:

- Brisbane, Queensland
- Townsville, Queensland
- Darwin, Northern Territory
- Newcastle, New South Wales
- Sydney, New South Wales
- Adelaide, South Australia
- Perth, Western Australia
- Melbourne, Victoria
- Launceston, Tasmania



As part of your application, you will be asked to nominate your preferred location.



Pay and benefits

At BAI, our broadcast technicians are employed under an enterprise agreement which outlines the base salary and allowances you can receive.

Upon completion of certain modules and competencies, you progress to a higher level throughout the term of your apprenticeship. In addition to your salary, allowances, and mandatory employer superannuation contributions, we offer a generous superannuation co-contribution scheme, where the contribution increases the longer your tenure.

All accommodation and food will be covered by BAI when you travel to sites. You will be supplied with a toolkit, PPE, and a BAI Communications uniform.

Upon completion of your apprenticeship, you will be eligible for selection to advance to BT level 1 classification, potentially leading to a full-time permanent contract with BAI.

At BAI Communications, our generous benefits extend beyond just a regular salary, as we strive to create a great place to work, with our Reward and Recognition program, regularly seeing our people thanked with shout outs and gift cards for going above and beyond when out and about. Our technicians are rewarded with additional entitlements such as penalty rates and paid time off to compensate if working extended hours away from home to ensure a healthy work life balance remains a priority. We also offer various wellbeing initiatives including an annual Wellbeing Allowance, a purchased leave program and provide flexible ways of working, where possible.



Classification	Base + Super Salary (effective 1 July 2025*)
Broadcast Technician Apprenticeship Level 1	\$74,352.29
Broadcast Technician Apprenticeship Level 2	\$88,535.25
Broadcast Technician Apprenticeship Level 3	\$106,852.91
Broadcast Technician Apprenticeship Level 4	\$114,608.77

* Based on the 2022-2026 Broadcast Technician Enterprise Agreement

Promotion

Due to our size, diversity, and extensive network of offices across Australia, there are excellent opportunities for promotion and to build a successful and rewarding career. Promotion decisions are based on merit, and you can apply for promotional opportunities as they arise.

Recruitment process and timeline



1	Applications for BAI Communications Apprenticeship Program will open via www.baicomunications.com. To apply, create and activate a candidate profile, complete the application form, and upload your resume. If you need support or reasonable adjustments during the recruitment process, contact the People and Culture team at Recruitment@baicomunications.com or 02 8113 4666.
2	BAI Communications will host an information session where you will hear more about the BAI Communications Broadcast Technician Apprenticeship Program, you can register your interest to participate in future sessions here.
3	All candidates will be invited to complete online assessments related to suitability for working in this role.
4	If you are shortlisted, we will send a request for you to submit a short video recorded on your mobile phone. This will give us an extra opportunity to learn more about you.
5	At final shortlist stage, candidates are invited to meet some of our team for an interview where we can learn more about your skills, experience and interests. There is also an opportunity to tour one of our site offices, check out some of our equipment and tools and see first-hand what life as a broadcast technician is like. This is a great time for us to also answer any question you may have about the role. We'll also provide more information about BAI Communications, the Apprenticeship Program, and our team.
6	Next, we'll ask to contact your referees, and you'll participate in a series of checks including medical and background checks.
7	Candidates who are selected for our apprenticeship will be notified of their success by phone. You'll then receive a formal offer and commence the onboarding process.
8	Apprenticeships will commence from October 2026. You'll get the chance to learn more about BAI Communications and your new apprenticeship before commencing TAFE.

How to apply

Applications for BAI Communications Apprenticeship Program will open and be advertised at www.baicommunications.com.

At BAI, we strive to create an environment where people from diverse backgrounds can be their authentic selves, be able to thrive, be part of a vibrant team and feel respected and safe at all times. We welcome applications from Aboriginal and Torres Strait Islander people, people from diverse cultural backgrounds, people with disability and members of the LGBTQIA+ community. We also seek applications from those seeking a career change or re-entering the workforce.

If you require support to complete your application or would like to discuss any adjustments during the recruitment process, please email the People and Culture team Recruitment@baicommunications.com or contact us by phone 02 8113 4666.



Position description

Job responsibilities include but are not limited to:

- Assist a skilled broadcast technician at the scene of jobs
- Participate as an apprentice in the installation, maintenance, and repair of broadcast and communication equipment
- Assist the technical teams in conducting preventive and fault maintenance
- Participate in site facility management as directed
- Implement appropriate service restoration actions and escalate technical issues to field callout technicians
- Provide written and verbal reports to the Network Operations Centre (NOC) as required
- Carry out office and site housekeeping and field support activities as required
- Undertake necessary broadcast training as well as work health and safety and Electro Magnetic Energy (EME) awareness
- Undertake all activities in line with the BAI Communications Health and Safety Policy. Report all incidents according to the procedures, promptly and clearly with all the required detail
- Accurately complete all reporting associated with their work including the completion of work orders and fault tickets
- Adopt a working style in line with the BAI's business values
- As part of this apprenticeship, complete the Certificate III Electronics and Communications qualification

Skills and experience

- No previous experience on broadcast equipment required
- Has sound interpersonal skills including the ability to liaise with others and a proven ability to work as part of a team
- Completed Year 12 with high achievement or equivalent in English, Mathematics and Science (preferably with Physics content)
- Full current drivers licence
- Demonstrates an ability to learn in a rapidly changing technological environment

Core competencies

- **Written communications;** is able to write clearly and succinctly in a variety of communication settings and styles; can get messages across that have the desired effect
- **Problem solving;** uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers
- **Technical learning;** picks up on technical things quickly; can learn new skills and knowledge; is good at learning new industry, company, product, or technical knowledge; does well in technical courses and seminars
- **Composure;** is cool under pressure; does not become defensive or irritated when times are tough; is considered mature; can be counted on to hold things together during tough times; can handle stress; is not knocked off balance by the unexpected; doesn't show frustration when resisted or blocked; is a settling influence in a crisis
- **Action oriented;** is action oriented for the things that they see as challenging; not fearful of acting with a minimum of planning; seizes opportunities when they arise.
- **Patience;** is tolerant with people and processes; listens and checks before acting; tries to understand the people and the data before making judgements and acting; sensitive to due process; follows established process.