



ALBA

RECRUITMENT PACK

CONTENTS

WELCOME MESSAGE	3
OUR WORLD	4
OUR VALUES	5
JOB DESCRIPTION	6
SKILLS & EXPERIENCE	7
ADVERTISEMENT AND INSTRUCTIONS FOR APPLICATION	9

A word from our Chief Executive...

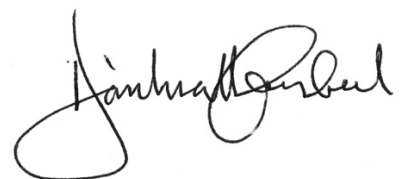
This role is pivotal in our success of our vision and mission. We have a need for an Assistant Commissioner to strengthen our commissioning team ensuring content commissions and associated commercial arrangements are robust, managed and add value to the audience proposition.

This is an opportunity for the right person to join us as our organisation transforms to meet the fast-changing needs of our audiences and users.

It is an exciting time to be part of something worthwhile, truly transformational and create a legacy for our future stakeholders.

Within this pack you will find the advert, the job description, personal specification and instructions for application.

We look forward to receiving your application.



Dòmhnall Caimbeul

3/7/24

OUR WORLD



GAELIC FOR EVERYONE



WHEREVER YOU ARE

BBC ALBA ✨

Learn
Gaelic

Speak
Gaelic

FILMG ▶

OUR VALUES

CREATIVITY

We enable the creation of high-quality Gaelic content

AUDIENCE

We are informed and inspired by our audience

AMBITION

We strive for and deliver excellence

PARTNERSHIP

We achieve through collaboration

RESPECT

We listen; we encourage; we are fair



Assistant Commissioner

Job Title	Assistant Commissioner	Grade	D4	Weekly Hours	37
------------------	-------------------------------	--------------	-----------	---------------------	-----------

Location Stornoway or Glasgow

Purpose This role will support and augment BBC ALBA’s commissioning team ensuring content commissions and associated commercial arrangements are robust, managed and add value to the audience proposition as a key part of the content delivery plan. The role will involve the assessment of creative ideas, the management of a content pipeline and will require close working with suppliers and partners to deliver strong, relevant and impactful content across BBC ALBA linear and non-linear services.

Salary Scale £41,103 - £44,295

Accountable to Director of Content

Working with Internally – Head of Publishing, Head of Business, Head of Digital Transformation, internal teams, BBC colleagues.

Externally – Content suppliers, clients, distributors and rights holders.

Objectives

- Contribute to the BBC ALBA commissioning team
- Working across linear and non-linear content (inc. iPlayer and digital direct commissions) to manage commissions, content licensing/relicensing, acquisitions and other commercial arrangements
- Manage a portfolio of content commissions
- Working with content commissioning colleagues
- Specifically aiming at a younger skewing under-35 audience in the factual and factual entertainment genres
- Informing content strategy
- Assess proposals with confident editorial judgement, proactively spotting development opportunities, talent and trends
- Ensure a pipeline of acquired and cleared content to support BBC ALBA publishing priorities
- Supporting a sustainable content supply chain that will extend the reach, audience loyalty and variety of content available on BBC ALBA platforms including BBC iPlayer and BBC ALBA YouTube

Key Results

- Increased consumption and audience approval of commissioned and acquired or licensed content
- Increased number of licensed and acquisition deals
- Efficient licensing and acquisitions planning
- Increased approval of, and loyalty to, BBC ALBA and its content on all platforms

Key Tasks

- Management of a portfolio of commissions for BBC ALBA to ensure a consistent, bold and relevant content presence on a variety of platforms
- Management of content licensing and acquisitions for relevant BBC ALBA platforms
- Management of relationships with content suppliers
- Ensuring all publishing deadlines are met
- Forward planning of licensed and acquired content to support publication of content
- Ensuring editorial compliance of content
- Committing enthusiastically to professional development, objective setting and performance appraisals

Duration:

Fixed Term (2 years) with 6 months successful probationary period

Skills and Experience

	Essential	Desirable
Qualifications / Experience	<ul style="list-style-type: none"> • Relevant qualifications and / or knowledge and understanding of commissioning content and business experience - these may be transferable skills from a related industry • Sound editorial judgement • Ability to create high quality documents and presentations • Experience in content production or commissioning and/or negotiation 	<ul style="list-style-type: none"> • Previous executive experience in commissioning creative content
Knowledge	<ul style="list-style-type: none"> • Financial sustainability • Business growth • MG ALBA • Funding sources in Scotland/UK • Knowledge of TV and digital audience behaviours and requirements including digital-first content 	<ul style="list-style-type: none"> • Creative media • UK and international level funding opportunities • Innovation experience • Content compliance
Skills	<ul style="list-style-type: none"> • Ability to negotiate • Strategic thinker • Dynamic • Strong communicator • Innovative • Proactive • Microsoft Teams 	<ul style="list-style-type: none"> • High level negotiation
Language Requirement	<ul style="list-style-type: none"> • Fluent Gaelic speaker/ learner with commitment to reach appropriate level of proficiency 	<ul style="list-style-type: none"> • Fluent Gaelic speaker
Behavioural	<ul style="list-style-type: none"> • Build relationships easily • Can do attitude • Conscientious • Integrity • Committed to the creation of impactful media • Interpersonal skills • Naturally inquisitive & explorative 	<ul style="list-style-type: none"> • Socially aware

Advert

As our Assistant Commissioner you will be a strong negotiator and communicator. This role is a fundamental part of the BBC ALBA content commissioning team and will work across both linear and non-linear content.

This is a very exciting opportunity to work alongside content commissioning colleagues and manage a portfolio of content commissions mainly aimed at a younger skewing under-35 audience in the factual and factual entertainment genres.

The role includes informing content strategy to ensure a pipeline of commissioned, acquired and cleared content to support the BBC ALBA publishing priorities whilst supporting a sustainable content supply chain that will extend the reach, audience loyalty and variety of content available on BBC ALBA platforms, including BBC iPlayer and BBC ALBA YouTube.

You would be joining an organisation at the very forefront of Gaelic media provision, shaping and securing our future offerings.

To be successful in this role, you will possess experience in content production or commissioning - this may be from related industry. You will be a strong negotiator and have demonstrable experience of your previous successes.

You will have a positive and can-do attitude capable of managing conflicting challenges.

Alongside an attractive salary, you'll also have access to a range of benefits, which include:

- Contributory pension scheme – 10% Employer contributions, additional 5% if matched
- 31 days annual leave exclusive of 6 days public holidays
- Gym membership opportunities
- Family-friendly & flexible working practices
- Cycle to Work Scheme
- Working for an employer who has been awarded Investors in People (Platinum), We Invest in Wellbeing (Gold) and Investors in Young People (Gold)
- Relocation assistance available, where criteria is met

Closing Date for applicants – **Friday, 26 July 2024**, late applicants will not be accepted.

Instructions for Application:

Please send your CV and covering letter to laura.rennie@mgalba.com explaining why you should be considered and your understanding of how you can successfully fulfil the position providing a proven track record of experience in the key areas we require.

MÒRAN TAING!

