



## **CT Ireland & NEP Ireland Graduate Programme**

Creative Technology Ireland (CT) and NEP Ireland (NEP) are part of the NEP Group who specialise in Broadcast, Film and Audio-Visual services. The NEP Group employs more than 4,000 people worldwide, and more than 200 in Ireland.

NEP are the world's leading provider of Outside Broadcast and Video facilities, including clients such as the Premier League football, Champion's League football, Six Nations Rugby, and virtually all major sporting and public broadcast events throughout the world. CT is the leading provider of Technical AV Production systems and services, and includes clients such as the Olympics, World Cup, and other major sporting events, along with large-scale public and corporate events.

For further information on Creative Technology Ireland please click on [www.ct-Ireland.ie](http://www.ct-Ireland.ie)  
For further information on NEP Ireland please click on [www.nepireland.ie](http://www.nepireland.ie)

As part of our commitment to the development of the industry, and to provide a formal career development path for those wishing to enter the industry, we have introduced a new Graduate Training Programme to enable candidates with some academic qualification in relevant subjects to gain experience and training in a range of disciplines and crafts relevant to the industry, including vision, sound, lighting, rigging, and technical support and services.

This Program is open to those who have successfully completed accredited Industry courses. Successful applicants will be able to integrate the knowledge and theory learned in the classroom with practical application and skills development in a professional setting.

This will be a two-year programme which will rotate between CT and NEP.

Those who display the required skillsets and attitude may be offered on going employment in CT or NEP, either in Ireland, or potentially in any of the group companies throughout the world on successful completion of the programme, and will be well equipped to seek employment throughout the industry.

### **2-year Programme Overview**

#### **NEP Ireland Program Modules**

- Rigging department, including safety and compliance requirements, mobile systems, motorised systems, and first-line maintenance
- Vision department- including vision mixing, camera setups & racking, vision quality control, and associated skills
- Audio department, including live sound, wireless audio systems, audio mixing, monitoring, and quality control
- EVS / Graphics, including slo-mo/replay systems, graphics operations and design, keying and green-screen techniques



## CT Ireland Program Modules

- Managed Services – to understand the technician role in a managed services operation on sites. For example: Microsoft, Kerry Group and Public Display Installations.
- AV & Broadcast Systems Installations – working alongside design and installation teams for the systems integration division.
- Warehouse & Prep – warehouse management and preparing for the various live set ups, including quality control, test & check, clean & pack, and de-rig.
- Live Systems Set Up & Operations – experiencing live projects from warehouse prep to on site delivery, covering vision, audio, and LED rigging and set up.

## Qualifications

- 3<sup>rd</sup> level or equivalent qualification in relevant technical field
- Flexible schedule and ability to support a 18/7 operation.
- Ideally should have a valid driving licence.
- Is able to work under pressure in all situations.
- Excellent verbal & written communications skills, including a high-level of proficiency in English. One foreign language ideal but not mandatory

## Personal Attributes

This Graduation program will have access to sensitive information and, as such, must be managed with great integrity. Professional, unbiased and credible behaviours in this role are essential at all times.

**Communication** – the ability to speak and write to be clearly understood by others, using appropriate vocabulary, grammar and style.

**Teamwork** – a sense of team can make a significant difference in whether you meet or fail your objectives. Team meetings are required to share information, tips, leads and successes are essential. Just as important is maintaining the bond across the team.

**Initiative** – the willingness to move things forward by acting without needing to be asked and without due escalation.

**Resilience** – the ability to cope with difficulty, negotiate obstacles, to optimise performance in the face of adversity. Take rejection as a personal challenge to succeed with the next client and turn a loss into a development opportunity.

**Organising Work** – Able to manage own time efficiently and to handle multiple activities in parallel to accomplish goals. Be conscientious and take great pride in your work.

**Inquisitive** – the ability to ask appropriate questions and understand the implications.

**Analysis** – the ability to gather relevant information, notice relationships between different pieces of information, reason from cause to effect and generate effective solutions to practical problems.

**Interpersonal Sensitivity** – the ability to recognise clearly and accurately others' points of view, feelings and needs, with the willingness to take these into account.

**Integrity** – the willingness to adhere to social, ethical, professional, and organisational standards. Be respectful and listen to others.



**Achievement Orientation** – the determination to set oneself and meet high standards, exceeding norms, and expectations.

**Judgement** – the ability to be rational, objective, and unbiased when making decisions or taking action.

**Visionary** – the ability to demonstrate personal commitment to Company goals in an energetic way to motivate others and create an environment where the core values are realised.

**Diversity & Gender Equality Policy**

NEP is a global organisation, with an active and ongoing diversity programme. The organisation values the skills and insights that diverse team members bring to the company, and actively encourages applications from all ethnicities, genders, and communities. CT Ireland prides itself on having the largest contingent of female technicians in the AV industry in Ireland.

**If this is the program for you?**

If you feel this is the graduate program for you and would like to join our innovative and energetic company, we would love to hear from you. Please apply via the application form at <https://www.ct-group.com/ie/careers-at-creative-technology-ireland/>. Further information on the companies and programme are also available on the web site.

Applications will be open from May 1<sup>st</sup> to May 31<sup>st</sup> 2021. Applicants may be called for interview in early June, and it is intended, subject to restrictions, to offer positions by the end of June.

The programme will commence on September 1<sup>st</sup> and run for 24 months.