



Senior Technical Business Analyst / Broadcast Specialist

Why join S4C?

At S4C, we are passionate about creating a positive, energetic and inclusive work environment that reflects our core values:

Be Your Best, Proud of S4C, Celebrate Everyone, Go For It.

S4C is seeking an exceptional Senior Technical Business Analyst to deliver a major, high-impact project shaping the future of broadcasting in Wales. This is an exciting position for a results-driven, strategic thinker who is passionate about delivering change that makes a real difference in the broadcasting industry.

Job Overview

S4C uses station management software known as BSM. This software is written in Delphi and has been highly modified to tailor the software for S4C's specific requirements. In addition to the core software, there are two further products that have been developed by S4C:

Cwmwl: Used to submit programme ideas to S4C and follow successful submission to the contract stage.

PAC (Programme as Completed): this is used to collect data from production companies for information relating to the programme for instance collecting data on music used for PRS reporting.

S4C has decided that more proprietary software is required to provide these functions to make support more robust and not to be so dependent on a bespoke system.

This is a pivotal position within the S4C project team, with responsibility for ensuring the seamless integration of new software into the existing broadcast environment provided by the BBC at the Central Square broadcast centre in Cardiff.

Main Duties

The Senior Technical Business Analyst / Broadcast Specialist works at the intersection of broadcasting, technology, and business, applying data and process analysis to define, document, and deliver future-state business processes, workflows, procedures, and rules throughout the design and implementation of the new BSM product

- **Requirements Analysis:** Elicit, document, and analyse business and technical requirements from stakeholders (including business users, engineers, and editorial teams) using a range of techniques, and capture them as user stories, use cases, or process flows.
- **Solution Design & Implementation:** Collaborate with the selected BSM supplier and internal teams to design innovative solutions that align with S4C's requirements, and oversee the implementation and integration of new technologies and systems

- **Process Improvement:** Analyse current workflows, APIs, and data structures to identify opportunities for alignment and improvement, and re-engineer processes for the new BSM product.
- **Stakeholder Management:** Act as a key translator and communication liaison between internal business departments and technical teams, ensuring alignment and managing expectations across diverse audiences.
- **Data Analysis & Reporting:** Use data analysis to inform decision-making, establish success metrics, and deliver clear reporting updates on project progress, risks, and issues to programme management.
- **Technical Testing:** Develop product test cases that fully capture future-state business processes and workflows, supporting test planning and triage with the project team. In addition, support Super Users and end users through staff training.
- **Documentation:** Create supporting materials, including process-stage procedures, training documentation, and detailed technical specifications for custom development or system integration with the BSM supplier.
- **Training:** Support the project team in the definition and execution of Super User and User training plans and contribute to the development of content and structure for both business and technical administrator training.

Key Skills and Qualifications

Attributes	Essential	Desirable
Experience	Strong media and broadcast experience, with a minimum of 10 years in a similar role and at least one previous large-scale BSM implementation.	
Skills and information	<p>In-depth knowledge of broadcast and media systems, including TV and Video on Demand (VoD) services, streaming, and content delivery platforms.</p> <p>In-depth knowledge of data modelling, API specifications, data mapping, and data transformation techniques.</p> <p>Proven experience in data modelling and field mapping (ideally within Oracle database environments), working alongside the Data Migration Lead.</p> <p>Familiarity with relevant software packages, data analysis tools, and basic programming or scripting languages (e.g. JavaScript, C#).</p> <p>Experience working with cloud-based software solutions is advantageous.</p> <p>Excellent research, analytical, and problem-solving skills, with the ability to translate complex technical</p>	Welsh language skills, (Support is available for developing Welsh language skills).

	<p>concepts into clear, accessible language.</p> <p>Strong verbal and written communication skills, with the ability to adapt messaging for both technical and non-technical stakeholders.</p>	
Personal Attributes	High levels of commercial awareness, attention to detail, effective time management, and strong interpersonal skills to support successful collaboration.	

Further Details

Location: S4C Office, Central Square, Cardiff (hybrid remote working and office as agreed)

Salary: £65,000 per annum

Contract: 12-month contract initially

Probation Period: 6 months

Working Hours: 35.75 hours per week.

Holidays: In addition to the statutory bank holidays, you will be entitled to 26 days of paid holiday per year. (Please note that the annual leave will be pro rata if working part time).

Pension: Paid staff are entitled to join a Group Personal Pension Scheme subject to the terms of any existing scheme which is amended from time to time. If you are a member of the Group Personal Pension Scheme, S4C will contribute 10% of your basic salary to the Scheme. You will be expected to contribute 5%.

Travel: Occasional travel will be part of the role, usually within the United Kingdom

Applications

Applications should be sent by 9am on 16 February 2026 to Pobl@s4c.cymru or People and Culture Department, Canolfan S4C, Yr Egin, Carmarthen, SA31 3EQ.

Interview Date: Week commencing 23 February 2026.

CV's will not be accepted.

Applications may be submitted in Welsh. An application submitted in Welsh will not be treated less favourably than an application submitted in English.

AI Use

If you choose to use AI or similar tools, please ensure your responses are accurate, truthful and reflect your own experience and words. Applications that are not original or are AI-generated may be rejected.

During the interview, the use of AI or recording tools is not permitted unless agreed in advance for accessibility reasons. Any evidence of unauthorised use may result in your application being withdrawn.

Equal Opportunity and Diversity

S4C does not allow discrimination based on gender, race, colour, disability, ethnic background or social-economic background, age, family status, marital status or civil partnership, part-time or full-time employees, religion, politics, sexual orientation, gender reassignment, pregnancy and maternity, language use (except where the ability to communicate in Welsh is necessary for the post) or any other irrelevant difference, and it is committed to considering diversity in a positive way. S4C welcomes and encourages job applications from groups that may be under-represented, including females, black and minority ethnic people and people with disabilities. Open and fair competition principles are in operation and appointments are decided on merit.