

Gavin Watson

Resume

Date of birth - 28th July 1972 **Nationality** – British - Legal British & Spanish Citizen
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Email – Web - gavinwatson@hotmail.com – <http://www.gavinwatson.com>
Personal - Non smoker, car owner, full clean UK license.

Personal skills

I am an extremely hard working, confident and resilient person completely dedicated to my work. I am able to work extremely well under stress and have gained great people skills with over 15 years managerial experience in the media and telecommunications industry. I am passionate about technology, electronics, telecommunications, IT and media.

Experience

- **1992 – 2000** - Launched **Omega Electronics**. A TV, Hi-Fi and Computer repair centre, giving me great experience in electronics, telecommunications and fault-finding.
- **1998 – 2000** - Launched **Omega M.M.D.S. Systems**. A MMDS broadcast system for the expat community consisting of the installation (and maintenance) of a 6 channel TV head end broadcast facility.
- **1999 – 2003** - Launched **Omega Sound Systems**. Our company took commercial control of an existing sound and lighting rental company to further develop the business.
- **1995 – 2006** - Launched **Power FM** radio which grew from a small local radio station for expats in Tenerife to the largest English radio network in Spain today. Apart from acting as the Station's Director for 11 years I was also the Technical Director, responsible for the stations broadcast, studio and IT infrastructure.
- **2005 – 2008** - Launched **Canaries Wireless**. A W.I.S.P. (Wireless Internet Service Provider) which furthered my IT, RF and telecommunications knowledge.
- **2006 – 2008** - Station Manager and Technical Director – **Power FM & Pure Gold** radio. After the sale of the station in 2006, I stayed on as Station Manager and Technical Director. I was solely responsible for the networks 4 regional studios, 11 broadcast sites and complete IT infrastructure.
- **2000 – Present** - Launched **Easyweb Communications**, an Internet design and hosting company, giving me great IT knowledge and telephone support to end users.
- **2008 – Present** - Transmitter Engineer at **National Grid Wireless (now Arqiva)**. Gaining further broadcast experience in Analogue and Digital TV, and DAB working as part of a broadcast team in the South of the UK maintaining broadcast networks for clients such as the BBC.

Education

- **1977 – 1982** – Hillgrove – Bangor (Wales – UK)
- **1982 – 1985** – Colegio Publico de Tamaimo – Tenerife (Spain)
- **1985 – 1990** – I.B. Guia de Isora – Tenerife (Spain)
- **Current** – City & Guilds Electronics Engineering
- Fluent in English and Spanish (to Mother Tongue level), both oral and written.
- Antenna design and principles, Broadcast Fundamentals (DTT, DAB, Baseband signals, Modulation (Analogue & Digital), DTT courses (Rohde & Schwartz, CML), DAB, Audio editing training courses.
- Radio operator course (EA8 CEL).

Attached to this resume, you will find detailed descriptions of my previous and current positions and my involvement within each company.

Gavin Watson

Omega Electronics – Founder & Technical Director (1992-2000)

I founded and headed the technical department of a successful repair/installation company covering Hi-Fi, TV, Video, PC and satellite systems.

I ran a team of technicians and was responsible for overseeing all aspects of running of the business. I sourced spare parts for the units to be repaired, a job made difficult due to the location of the business as many parts had to be ordered from overseas and made sure that installations and repairs were carried out in a timely fashion.

Our success and reputation gained the company the contract to repair Canal Plus (Spain's digital satellite platform) then analogue set top boxes. After various years of trading we became an official Sharp repair centre and a few months later we were also appointed official Sanyo area repair centre. We were also offered (but declined due to the financial offer made to us) the contract to install Via Digital's (Spain's second digital satellite platform) satellite systems for both individual and also community installs.

We carried out the maintenance contracts for various businesses and apartment complexes (including hotels) where we installed head-end RF distribution systems and TV/Satellite systems providing 24 hour assistance.

As proprietor and head technician I was also responsible for working to deadlines and budgets making sure installations and repairs were carried out in time and as to the clients' requirements and satisfaction.

During the eight years the company existed (closed only to concentrate on a recently opened radio station) we successfully repaired thousands of TV/Video/Hi-Fi/Computer/Satellite units and installed hundreds of individual and community satellite and TV systems. This experience gave me a great knowledge of electronics, components, usage of field strength meters, spectrum analysers, test equipment, logic faultfinding and troubleshooting, etc...

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Omega M.M.D.S. – Founder & Technical Director (1998-2000)

After identifying an opportunity in the market place, a MMDS (Multichannel Multipoint Distribution System) was designed and installed to serve the local ex-pat community with up to 6 TV channels.

As the founder and Technical Director of this project, I was solely responsible for the installation and maintenance of the 6 channel head end broadcast system including the satellite dishes, receiving equipment, modulators, transmitters and antenna system.

The channels were received at our main facilities using up 3.1 metre satellite dishes, distributed on the 1.2 Ghz band and received at the subscribers premises with standard receiving antennae and set top boxes.

A monitoring system was installed at the main facilities enabling staff to permanently monitor the output of all the channels and correct any possible incidents with the broadcast system to ensure the system ran smoothly 24/7. A system was also designed to give error/technical fault messages on channels experiencing difficulties (which at times during adverse weather conditions and given our geographical location was unavoidable)

I was also responsible for coordinating the installers regarding issues and difficulties at the subscribers premises.

Omega Sound Systems – Commercial and Technical Director (1999-2003)

An opportunity existed with an existing sound and lighting rentals company to further develop and expand the company's services. This included a complete overhaul of the company's existing equipment, sourcing and purchasing new equipment that would enable the company to move forward with the times.

I was directly involved with the day to day running of the company, building racks, speaker cabinets, lighting rigs, etc and also the bookings with the clients and entertainment agencies.

The company's assets included two complete 30kW sound and 64kW lighting rigs.

During my for years involvement with the company I learnt a vast amount of experience in the live music industry, mainly on a technical basis, but also on the commercial side of the business.

My main tasks were to ensure that the performer/bands rider was carried out exactly to detail on the day of the event/concert arranging the necessary sound & lighting equipment, stage, electricity/generator requirements, etc....

Experience gained within this business include:

- FOH sound engineer.
- Monitor sound engineer.
- Lighting engineer (including DMX knowledge).

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Power FM Radio (Canary Islands, Spain) – Sole Proprietor (1995 – 2006)

Background:

I founded Power FM radio in 1995 which started off as a small local English speaking radio station for ex-pats and tourists in the small area of Los Gigantes in Tenerife (Canary Islands – Spain).

I have personally overseen all aspects of the business, from sourcing presenters to presenting shows myself, arranging schedules, production tasks, sales roles and most importantly, all the technical aspects of the radio station, these 11 years of experience have given me a wealth of knowledge in both business and most importantly, radio. I am proud to say that there is no aspect of radio that I cannot actually do myself. The instant success of the radio station allowed it to grow from a small local station to a real radio network with two satellite studios located overseas allowing regional programs to be broadcast simultaneously in other locations.

Technical:

Fortunately for the development of the radio station, my main interest in radio has always been the technical side. Power FM was one of the first radio stations in the Canary Islands to use the ISDN (when it was first introduced here) networks to send audio signals to locations where using microwave links would be impossible given the terrain, and then upgrading to IP network links when DSL was introduced. My main duties, apart from running the business, were to maintain the studio and transmission equipment in all three studios and eleven transmission sites and making sure the station was always on air. My dedication to the business and passion in understanding electronics and faultfinding would make me strive to fix any problems immediately whatever the technical fault.

Development and Improvement:

Power FM has always been a market leader in the Canaries (and Spain), being the first station to have its own website, online streaming, live webcam, interactive SMS services. My main hobby is electronics so I am always on the lookout for new technologies to implement into the business. We developed our own music playout software and also multiregional advert software enabling us to simultaneously broadcast local adverts to different regions.

Sales:

I have personally arranged and secured sales campaigns and sponsorships for companies such as Barclays, McDonalds, My Travel, British Airways, Monarch, Direct Line, and Liberty Insurance. I have also dealt with smaller, local businesses and arranged advertising campaigns to suit their budget.

Presenting:

Previous to launching the radio station in 1995 I had spent nearly 10 years as a DJ, this had given me the perfect background in music for radio to know what kind of music people wanted to hear and listen to the listeners and change the playlists as per their comments. I am perfectly able to step into any show and present it confidently.

Production:

I have produced numerous adverts for clients, local and international and am able to sit in the production chair and produce an advert, from writing the script to mixing down the final cut using editing software (Cool Edit Pro / Adobe Audition).

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Easyweb Communications S.L. – IT partner (2000 – present)

As founding partner of this hosting and website design company, I currently look after the technical side of the business.

The company currently hosts over 50 domains for all types of clients and I am responsible for ensuring the servers we use are always working and online. I monitor all the clients' domains/emails services on a regular basis and answer any technical questions and assist clients as necessary, from setting up email accounts to FTP clients and at times help with html programming problems. We offer 24 hour email and telephone support to major clients.

It is through this business I saw the opportunity to develop an idea to offer clients an online backup service for their data. I have written automated scripts personalized to each client that sends their selected data to a secure FTP server that I have setup in our premises. This process is automated on a regular basis or clients can simply click on an icon on their desktop to backup their data. Their data is then available to download via web (secured via password) should they need it.

The company has also undertaken contracts for clients installing and maintaining PC's, networks, file and print servers, WiFi installations, PABX telephone switchboards, ADSL routers, etc...

This venture has given me a good working knowledge of managing remote servers, configuring DNS, POP3 and SMTP settings and great skills in telephone assistance to end users with little or no computer knowledge. I have also gained knowledge tracing faults across the internet such as routing, DNS faults, and have learnt how to understand trace routes and ping commands. I have also had the opportunity to gain knowledge of software packages such as Microsoft's Internet Explorer, Outlook Express, Netscape's Navigator and Moxilla's Firefox.

I have also used many FTP clients and design packages such as FrontPage and Dreamweaver to assist clients with their website designs.

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Canaries Wireless – Founder & IT partner (2005 – 2008)

Along with my business partner we designed and developed a fully functional WISP (Wireless Internet Service Provider), sourcing all equipment and technology including online payment gateways, hotspot and management software, DSL load balancing, system monitoring, etc.

Our system currently consists of eleven broadcast nodes and serves wireless internet over a 50 km radius and our system serves residential clients and also integrates various hotspots for occasional use. Amongst other tasks, I maintain the payment gateway, DSL load balancer, UPS system along with failsafe and monitoring systems to ensure that our system works 24/7. I also provide support to users over the telephone assisting them in configuring their wireless connection.

Our system currently uses various DSL lines (from different operators) to provide speed and redundancy (should one operators line go down) and are currently integrating a fourth data line through the mobile phone network (UMTS) for extra redundancy for our system and users.

I am familiar with the installation and use of a wide variety of wireless internet products (access points, amplifiers, antenna, splitters, etc...) and have carried out the installation of masts for the antennae and designed cabinets to house equipment along with battery backups.

Our system has recently introduced value added services such as live radio and TV which is received via satellite (or FM/TV), encoded and then streamed from our own dedicated servers to subscribers.

This experience has given me a good knowledge of how (802.11) wireless signals work and how to overcome problems with 802.11 technology. I have gained experience with IP, DHCP, WEP, SNMP & WDS protocols and also overcoming problems with DSL routers and port opening/forwarding.

Through this venture I have also gained a wealth of experience in telephone support with end users who have little or no technical knowledge.

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Power FM Radio (Canary Islands, Spain) – Station Manager & Technical Director (2006 – 2008)

After the sale of the station in 2006, the new owners insisted I stayed on to oversee the operation of the radio station given my proven track record of running the station for the previous 11 years.

Station Manager

My position as Station Manager involves overseeing all day to day aspects of the running the station. These tasks include visiting the regional studios and offices, liaising with other departmental managers and ensure a smooth operation of the radio network.

I believe the knowledge gained in launching a radio station from the very beginning is priceless as you learn valuable experience in all aspects of radio, from presenting to sales and from scheduling to hiring staff.

I am always on hand to step into any position where I am needed and arrange regular meetings with other managers to discuss the stations progress.

The station has three regional broadcast studios so I am familiar with network/regional shows and how to coordinate opt in/out between studios and arrange regional advert and sponsorship splits.

I have also personally coordinated advertising campaigns with International clients such as British Airways, McDonalds & Barclays, to name a few.

Technical Director

In my new position I am now also able to fully concentrate on the technical side of the business and work on improving the equipment and infrastructure already in place. Recently after the sale of the station a whole studio move was announced and I was solely responsible for all aspects of the new premises including budgets, arranging and supervising building and partition work, soundproofing, studio design, furniture, cabling, liaising with telecom companies, purchasing, etc...

I schedule preventive maintenance on all the studio, broadcast and IT equipment making regular trips to all the regional studios and transmitter sites.

I have recently developed a monitoring system that enables me to remotely verify equipment is working and online. I can monitor PC's, servers, streaming servers, broadcast equipment and levels from anywhere I may be. I have also recently installed silence monitors to account for playout, automation or STL failure. I have also developed a system enabling the remote control of equipment via the GSM mobile phone network.

I also provide support to the overseas regional studios, where advanced telephone and remote support and diagnostics are essential.

I am present at regular management meetings answering technical and logistical questions to help other staff and oversee regular OB's at various venues.

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National Grid Wireless (Now Arqiva) - Transmitter Engineer

I returned to the UK in May 2008 having secured a position with the leading UK Broadcast company National Grid Wireless which has recently merged with Arqiva.

In my position with National Grid Wireless I am broadening my broadcast knowledge not only through the many training courses being implemented but with hands on experience on the wide variety of broadcast systems we look after (Analogue and Digital TV, Analogue and Digital radio, Mobile Phone Networks, etc...) for clients such as BBC NationalTV, BBC National radio, Freeview, Virgin (Absolute) Radio, BAA (Heathrow T5), to name just a few.

Our team covers a large area in the south of England. We maintain transmission systems for our clients, correcting faults that arise and carrying out preventive maintenance on all equipment used in the transmission systems we use.

As expected with the range of National and International clients we maintain we have very tight Service Level Agreements that we have to work to, keeping all channels and services on air on a 24/7 basis.

Joining a large organisation such as National Grid Wireless (previously BBC Transmission) has given me a wealth of knowledge not only from the numerous training courses provided, but also through the opportunity of working with highly experienced technicians and engineers with a vast wealth of knowledge. I am also gaining valuable experience of working with a large company and working to their tight procedures and modus operandi.

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Radio - (Broadcast In depth)

I have personally sourced, purchased, installed and currently maintain 11 STL paths via microwave transmission equipment (800MHz and 1.6 GHz. bands), 11 FM transmission sites and 10 STL paths over TCP/IP and ISDN networks. These installations included: surveys to determine the correct transmission sites to ensure maximum coverage, erecting masts, arranging adequate electrical supplies and power management with voltage stabilisers and battery backups, installing microwave links, FM broadcast antennae arrays and transmission equipment, FM filter cavities, equipment monitoring and reset via GSM network, backup transmitters and switching, etc. All transmission equipment and sites are visited and maintained on a regular basis to prevent malfunction (preventive maintenance).

Over the years I have also gathered experience with video signals and equipment both in studio and in broadcast having set up various TV microwave links (2.5Ghz band) and have been involved in setting up two TV stations (including installing studio and transmission equipment). I have over 8 years experience in installing and maintaining satellite and TV systems from domestic installs to hotel complexes. I have installed head-end RF distribution equipment with over 16 channels and dish installs up to 3.10 metres.

I can use most test equipment from simple multimeters to field strength meters, spectrum analysers, dummy loads, SWR meters, signal generators and have basic experience with oscilloscopes. I have good knowledge with equipment calibration and audio signal maintenance from source to transmission including stereo coding, MPX/SCA signals and audio processors. I can also program RDS encoders. Given the correct test and measuring equipment I would easily be able to pinpoint faults anywhere in a broadcast chain whether it is in the studio, STL link or the actual FM broadcast. I work extremely well under stress and am able to get equipment/studios on air under extreme conditions. I could confidently install, maintain and in most cases repair any piece of equipment in a studio or transmission chain.

I have directed and overseen the installation of 8 broadcast studios, one of which has opt-in/out to/from 2 other satellite studios including on/off air talkback and have designed and developed a multi-regional advert software package enabling regional adverts to be played to the satellite studios. I sourced, purchased and installed all items from desks/chairs to PC hardware, broadcast consoles, microphones and transmission equipment working to strict budgets and deadlines. I would be confident in undertaking any studio design, upgrade and maintenance.

I can use most audio codec's (ISDN, POTS, TCP/IP) and am familiar with most compression types (G722, MP2/3, etc) having setup many 'last minute' reports via codec including providing links for companies such as BBC (a show for BBC's 6 music was broadcast from our facilities on numerous occasions and sent via ISDN to the BBC) which I would oversee.

I oversee all aspects of OB's and work under pressure to get the show on air whatever the circumstances. On the transmission side I have used STL's via microwave, ISDN and POTS codec's and am familiar with using laptops broadcasting via TCP/IP using Wi-Fi, GPRS and UMTS networks. On the audio side I have a vast knowledge in PA systems and have setup 30kW systems and 32 channel PA mixers and am also confident with both audio and lighting consoles and have knowledge with DMX lighting systems.

I am the proud holder of a radio operator's license having recently passed the relevant exams which entitles me to use, operate and broadcast on any valid ham/amateur radio frequency. The exams require you to have both advanced knowledge in electrical, broadcast, code of conduct, health and safety regulations, first aid procedures, emergency broadcast procedures, basic Morse code, etc.

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Radio - (IT in depth)

At the radio network where I was previously employed I was solely responsible for the maintenance of the networks IT department with PC's in 7 different locations connected via 8 DSL lines (with ISDN backup). I provide remote and telephone support to 2 other broadcast studios and 3 transmission sites located overseas so good maintenance and support (both remotely and by telephone) is essential to keep the station on-air.

All PC's and studios are linked and networked and I was responsible for the networks security. I am capable of setting up small, medium or large computer networks, web, FTP and print servers and am fluent in Windows 2000 Professional, have a good knowledge in Windows 95, 98, ME and XP and basic Windows 2003 knowledge.

The TCP/IP network is used to link audio feeds / returns for the 2 satellite studios with the main broadcast studio which have to be operative 24/7. DSL lines are used for 24/7 STL's and are therefore mission critical. All network hubs, switches, DSL routers are protected by voltage stabilisers and battery backups.

I have setup real Web and FTP servers for the satellite studios to up/download audio content to/from, I can also write FTP scripts to automate up/downloading of files.

I have a wealth of experience in setting up audio and video streaming servers, both live and on-demand and, from audio distribution to processing and the setup of Windows Media, Nullsoft Winamp and Real Networks encoders and bandwidth monitoring to guarantee QoS.

I am confident building and repairing any aspect of PC's and servers and have over 12 years experience in this field. I can easily troubleshoot PC hardware problems and would feel comfortable upgrading any PC.

I have designed, deployed and currently maintain a WISP (Wireless Internet Service Provider) which has 11 broadcast nodes offering wireless internet over a 50km radius. I maintain the online payment gateway and remotely monitor the DSL load balancers to ensure QoS. In this business I provide telephone (and personal) support to the Wi-Fi users should they encounter problems accessing our network. This experience has given me a good knowledge of DHCP.

I am familiar with Wi-Fi (802.11), GPRS and UMTS Internet services and can implement their use in virtually any situation (internet access, TCP/IP audio broadcasting, etc...)

I am familiar with many Internet and Network protocols such as HTTP, FTP, TCP/IP, POP3, SMTP, DNS, etc...

I can design and maintain websites and am currently responsible for the radio networks websites which receives over 1.000.000 hits (160.000 unique sessions / 500.000 page views) every month and over 60 email accounts. I make sure the web server has the capacity to stay online and the email accounts work correctly 24/7 in all locations.

I currently own/maintain a web hosting company which hosts over 50 domains and over 300 email accounts. I am responsible for all aspects of this business including providing telephone and remote support to the company's clients. I have recently designed and developed an online data backup service for clients where files and folders are automatically sent and backed up on our secure servers. This system enables users and clients to backup all their selected data with a single click. I setup all the scripts, FTP servers, data lines, hardware and software for this service.

Gavin Watson

References

I worked with Gavin from back in the day when he was everything (tech ops, presenter, manager and tea boy) at Power Fm. He was the guy that gave me my break in radio and for that I'll always be grateful, if not for the 18 hour working days... He was there too! I ended my time at "New Power" working alongside him on the management team, whether it was a computer error, TX Breakdown or inflamed presenter egos he always had the solution! If I had to describe Gavin in one word it would have to be dedicated and if I had to compare him to someone else it would be Jimmy Saville, not because he could "fix it", he was always partial to a shell suit! Seriously, never believed much in the phrase "No problems only solutions" but my time working with Gavin showed me that not all problems can be solved overnight but there's always a "happy medium" in the meantime. A true a gent and a pleasure to work with!

Danny Looker - (Network Programme Controller)

Fantastic manager and very hard working!

Built up Spain's biggest English radio network nearly on his own! And thats not just the wiring and fixing equipment!

Spencer James - (Production Manager – Presenter)

His technical ability and people management qualities are far and above anyone I have ever met in this industry. I have known Gavin for 6 years and a better person you couldn't wish to meet.

Chris Larkman - (Presenter)

Gavin is a fantastic manager to have. Although I have only worked with him for the past six months, he has always been approachable and on hand with any technical queries or questions regarding production. I feel I have learnt a great deal from him whilst I have been here at Power FM.

Jane Davenport - (Production Manager)

It's always a pleasure working with Gavin. Great scripts, great production.

Nice One!

Guy

Guy Harris - (Voice Over)

Enjoyed working with you at Power, you were and from what I hear always on hand to help and advise, it was refreshing to work with someone who has a strong passion and drive for their work and career, all the best :)

Linsey - Aug 27, 2007 (Administration)