



## Legislative Council Staff

*Nonpartisan Services for Colorado's Legislature*

### Employment Opportunity with the Colorado General Assembly Audio Video Technician

Agency:	Legislative Information Services - Legislative Council Staff
Job Title:	IT Audio Video Analyst
Job Series:	Non-classified Position
FLSA Status:	Exempt; this position is not eligible for overtime compensation
Occup. Group:	Professional Services
Salary:	\$65,000 to \$80,000 annually, commensurate with experience
Release Date:	August 15th, 2025
Apply By:	September 15th, 2025

### About Legislative Council Staff

Colorado Legislative Council Staff (LCS), is the nonpartisan research agency of the Colorado General Assembly, the legislative branch of the State of Colorado.

Legislative Information Services (LIS), the technology team within Legislative Council Staff, is responsible for developing, operating, maintaining and securing all information and technology systems including audio video systems for legislators and legislative staff. LIS is also responsible for supporting accessibility compliance for the legislature's digital products and services.

Legislative Council Staff is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. We are committed to increasing the diversity of our staff; therefore, we encourage responses from people of diverse backgrounds and abilities.

When you join LCS, you can expect:

- to fill a vital role in supporting Colorado's lawmakers to serve our state and uphold the democratic process;
- to join a supportive and collegial culture that is driven by our shared mission, vision, and values;
- to work for an organization committed to balancing our important work for the state legislature with employees' lives outside of work;



- to be supported in your continual professional development and growth; and
- to work for an organization that recognizes the unique talents, backgrounds, and contributions of our individual employees.

Additional information about Legislative Council Staff can be found at:

<http://leg.colorado.gov/agencies/legislative-council-staff>.

## About the Position

We are seeking a highly skilled Audio-Visual Technician with extensive experience in building, supporting, and operating AV/IT systems. The successful candidate will be adept at planning, constructing, operating, and troubleshooting diverse audio-visual and multimedia systems, with a focus on integrating solutions to ensure high system uptime and performance.

This role demands proficiency in both preventative maintenance and reactive support to guarantee seamless operation of all AV/IT infrastructure. The ideal candidate will also demonstrate the ability to remain calm in high-stress, public-facing environments with frequent changes in direction. Similar to other LCS professional legislative staff, the successful candidate will work in a non-partisan manner.

The Colorado General Assembly is a small but high-profile state government department with approximately five hundred users including one hundred legislators. LIS provides computing, network and storage technology infrastructure, applications and systems support to all legislative staff, legislators, and others in the Capitol building. Additionally, LIS implements and supports audio-visual equipment and services in twelve committee rooms, the House of Representatives chamber and Senate chamber. Additionally, this team manages remote participation for witness testimony in committee hearings. Within this unique organization, you will experience challenging work while directly contributing to the betterment of Colorado.

## Employment type, work authorization, and remote work

This is a full-time, salaried state employment, in-person, onsite position with very limited work from home options. You must be authorized to work in the US. Persons seeking contract positions, full time remote or visa sponsorship need not apply. Pursuant to the Colorado constitution, legislative employees, including this position, are not part of the state personnel system.



## Salary and benefits

The salary range for this position is \$65,000 to \$85,000 per year, with salary level within this range commensurate with education and experience. Legislative Council Staff employees are not members of the state personnel system.

Legislative Council Staff is committed to providing employees with a strong and competitive benefits package that supports you, your health, and your family. Our benefits package includes:

- [PERA retirement benefits](#), including the PERA Defined Benefit Plan or PERA Defined Contribution Plan, plus optional 401K and 457 plans;
- [Medical, dental](#), and [vision](#) insurance coverage;
- Automatic short-term and optional long-term [disability coverage](#);
- [Life and AD&D insurance](#);
- [Flexible Spending Accounts](#) (FSAs);
- A variety of discounts on services and products available through the State of Colorado's *Work-Life Employment Discount Program*; and
- [Credit Union of Colorado](#) membership eligibility.

Our generous and flexible leave policies include:

- A minimum of three weeks of annual leave, based on tenure, and accrued on a monthly basis;
- Eleven annual paid holidays;
- Sick leave;
- Flexible work schedules during the legislative interim; and
- A generous compensation time policy.

## About You

### Education and experience requirements

You must possess a substantial background in AV/IT technical support, demonstrating a minimum of five years of dedicated experience in the field.

### Traits

You shall demonstrate the following traits:



- exceptional technical competency and be extremely customer service oriented;
- wide-range of problem-solving skills;
- team player - able to work with immediate and extended team members and users at all levels;
- professional phone and desk-side etiquette;
- excellent verbal and written communication skills;
- effective time management and ability to prioritize a high volume workload;
- ability to meet deadlines while multitasking across multiple projects;
- strong technical aptitude, with initiative toward learning new skills and assignments;
- willingness to learn, support and be an expert in existing technologies;
- proactive, independent and collaborative working style with minimal supervision;
- take ownership of and be accountable for tasks, issues, projects and team;
- work well with team members and be able to handle disagreements amicably;
- ability to work calmly in a high-stress, public facing environment with frequent changes in direction;
- able to deescalate critical situations within internal team or with external customers; and
- follow-through on personal and team commitments.

### **Primary responsibilities**

Your tasks and responsibilities in this position:

- provide excellent technical support with a focus on customer service;
- identify, analyze, plan and advise using best practices on AV system solutions to meet business needs based on cost, support, flexibility, and long-term vision;
- monitor and response: analyze, log and resolve software/hardware matters of significance pertaining to A/V networking, microphones, speakers, streaming encoders, DSP (Digital Signal Processor), DMPS (Digital Media Presentation System), and related infrastructure, services and applications to meet business needs;
- manage user accounts, rights, for audio software and services;
- proactive troubleshooting of issues to isolate and diagnose system problems; documenting system events to ensure continuous functioning;
- learn, implement and provide support for end user digital workplace technologies;
- improve existing processes and training;
- collaborate across various technical and business teams;



- constantly innovate: Evaluate upcoming industry trends and implement as needed; and
- work on various projects as assigned.

### **Technical knowledge, skills, and abilities**

You must have demonstrable experience to varying degrees in the following areas:

- three or more years of operations experience in a production AV/IT environment;
- troubleshooting of various AV issues;
- testing of AV equipment;
- knowledge of room acoustics and sound theory;
- building A/V racks;
- understanding of networking concepts such as LAN, VLAN, Active Directory, SAN, DNS, DHCP, etc.;
- excellent verbal and written communication skills;
- ability to work independently and in a team environment;
- strong interpersonal skills;
- basic IT support skills related to issue resolution for PC hardware, basic networking, and common peripherals;
- strong organizing and documentation skills; and
- working with and contributing positively to strong AV/IT teams.

It is preferred if you have experience in the following areas, although it is not a requirement for qualification:

- in depth knowledge of professional audio and video systems from desktop systems to Web conference products, projection technology, LCD technology and control systems;
- experience with the set-up of TVs, projectors, wireless microphone systems and other AV equipment. Lectrosonics, BiAmp, Crestron, Extron, and or Vaddio, network services, Dante audio protocols, unified communications, VoIP, SIP, H.323, H.263, Cisco Telepresence, Zoom, Webex, BiAmp, Shure, Crown, JBL, as well as integration, professional, and managed services;
- terminating video cables (RCA/BNC connections), audio, ethernet and copper cables;
- basic programming of Crestron, BiAmp, Extron, DSP devices;
- handling HD TV equipment and live television broadcast;
- reading and interpreting complex blueprints, diagrams, schematics, submittals, specifications, and operational/product manuals;
- low voltage wiring and terminations;



- video on Demand and or Video over IP protocols such as AVB or Dante; or
- familiarity with Closed Captioning, Assisted Listening and T-Coil hearing loop technologies.

## Application Process

Please send your application to: [lis.ga@coleg.gov](mailto:lis.ga@coleg.gov) with the subject "Application for IT Audio Video Analyst" on or before September 15th, 2025. Your application should include your resume, a cover letter, and three professional references. Incomplete applications will not receive further consideration. Because this position is with the legislative branch, applications received using the state application process for executive branch employment will not be accepted. Applications will be reviewed on an ongoing basis. The position will close once a candidate is selected.

## Application material

**Accessibility statement.** The Colorado General Assembly complies with federal and state disability laws and makes reasonable accommodations for applicants and candidates with disabilities. If you require reasonable accommodation to complete a job application, pre-employment testing, or a job interview or to otherwise participate in the hiring process, please contact our ADA Coordinator for internal staff services at [lhrd@coleg.gov](mailto:lhrd@coleg.gov) or call 303-866-3393. Visit [leg.colorado.gov/accessibility](http://leg.colorado.gov/accessibility) for more information.

**Agency contact information.** If you have questions or need additional information about this position, please contact [lucas.costigan@coleg.gov](mailto:lucas.costigan@coleg.gov).