



ACE RADIO

ACE EMPLOYEE VALUE PROPOSITION



GABI & DAN

ACE RADIO

ACE Radio Broadcasters has been at the forefront of regional Victorian radio. Owned by Rowly and Judy Paterson, who are themselves regionally based.

The company has grown over the years to include 18 Regional Radio stations, and 4 Metro stations, The Weekly Advertiser newspaper, ACE Digital and ACE Direct Sales, employing over 200 people across Victoria and southern New South Wales.

CEO STATEMENT

If you are looking for a company committed to its employee's ACE, will not disappoint.

We encourage teamwork and are thrilled if we can offer a promotion or in some cases help further a career into bigger things!

Sales, Creative, On-Air, Admin, Engineering we have a vast array of opportunities.

- MARK TAYLOR

A WORD FROM OUR OWNERS

On behalf of Judy and myself, we welcome your interest in ACE Radio as an opportunity to invest and develop a career in the wonderful industry of RADIO. As a new entrant into Radio or an experienced player in the industry, we sincerely hope you will enjoy the family-owned atmosphere of support and growth that we offer and foster with great pride. We are fortunate to have a great team around us, and whatever role you seek in ACE, whether it be Sales, Creative, On-Air, Admin, Engineering, we can offer a vast array of opportunities.

- ROWLY PATERSON

ACE RADIO

ACE STORIES



SARAH GRIGG | Creative Writer

Hey I'm Sarah. I joined ACE in 2019 after studying in Adelaide and working in a small regional radio station in SA. I was looking to move closer to my family back in regional Vic and work in an environment where I could develop my radio skills. Luckily, a creative writing and announcing position came up at the Swan Hill Station at 3SH / Mixx FM, which is only an hour and a half from the family farm in Patchewollock. After a few phone calls, and naturally, a flat car battery the day of my interview, I joined the ACE team in Swan Hill. My role consists of on-air announcing and creating ads for our clients, as well as social media updates and of course reading the daily horoscopes to everyone in the building (whether they like it or not!). So far my experience at ACE has been really fun and I'm loving the environment that I get to work in each day!

ANGE FRINO | General Manager

My ACE radio journey started some 17 years ago when I was sent to Swan Hill (3SH/Mixx FM) for work placement after attending AFTRS in Sydney. Even though a position was not available at the time, ACE were willing to take a chance to create a role for me. I started as a creative writer and announcer and from there continued to gain more experience and skills to transfer to Traralgon as announcer and production manager. I then transitioned to Program Director in my time there before accepting another transfer to Albury Wodonga as announcer, Promotions and Marketing manager as well as taking on Sales. After 7 years in that very busy and rewarding role I transferred to Deniliquin/Echuca in my current role as General Manager. Although my journey has been varied over the years, it has been fulfilling to have climbed the ladder in the company, gained new skills,



ACE STORIES



SOPHIE FLETCHER | Marketing & Commercial Integration

Having worked for ACE for just over 2 years as an Account Manager, I wanted to move home to Melbourne from Albury after being away for some time. ACE actually worked with me and created a role for me so that I could stay with the company. Having worked now with a few markets and head office ACE is a company that really cares about its employees and is a company I am really proud to work for. A company with great ideas, that's always growing, and really maximizes enjoyment, and profitability for both the employee and clients alike.

PAT GORDON | Journalist

My journey with ACE began during my final year of University, recording voice memos on my iPhone on a Sunday afternoon, to wrap up the local football league for Monday's sport bulletins. Fast forward a few months and the same man who gave me that opportunity (Greg Allen) kindly accepted me into his newsroom in Traralgon, which would set up 18 months of learning all things radio as part of a great team. It wasn't without its challenges, but I was helped to transition from a sport crazy cadet to a more rounded journalist, before consecutive fire seasons opened my eyes to just how important our stations are within their local communities. As 2019 drew to a close an opportunity presented itself from within, in the form of a vacant role at our sister station in Warrnambool, which would allow my Melbourne based partner to continue her studies, while I would take over my own newsroom.



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JAMES DAVIDSON | Account Manager

Whilst completing a Bachelor of Commerce with Deakin University, and working full time in the Bendigo Bank, an opportunity arose to join the ACE Radio Sales Team in Horsham. Knowing the culture of the company, as demonstrated over many years in our community, I felt this was a fantastic opportunity and applied immediately. I really enjoy working with my client base, and the support of our team, all in a positive environment that encourages growth and personal development.

MICHELLE ERSAN | ACE Digital

I come from Germany and have lived in Melbourne for 6 years. My background is in hotel management, but I have been looking for a career in a company that offers stability, job security and a work-life balance. After a lot of self-study and work experience in front-end development, I got the job as a junior developer at ACE Digital, which makes my work more fun and enables me to lead a better life. Although I have the flexibility to work from home, I feel close to my colleagues and the company. We have weekly meetings that include Friday afternoon drinks through Zoom where we talk about work and personal life. I am looking forward to our regular personal catch-ups once lockdown ends. I've always wanted to work for a company that takes care of its employees and where you want to stay for the long term, and with ACE Radio and ACE Digital I finally found it.



HEALTH & WELLBEING

The ACE Health & Wellbeing committee are dedicated to ensuring that all staff take time to understand the importance of their own personal health and wellbeing and that of others in the Network. The ACE Radio Network supports multiple charities each year, we hear from guest speakers including members from The Resilience Project and nutritionists.

The commitment to employee Mental Health is a high priority as we continue to engage and include all staff in internal challenges such as our annual September Steps and offer an Employee Assistance Program.