

Darryn Capes-Davis

Radio Broadcast All Rounder

Qualified Engineer – BE (Hons) (Mechatronic) Sydney University



Experience

Radio Presenter/Producer

Alive 90.5 FM
2019 - Present

Board Member & IT Manager

Alive 90.5 FM
2018 - Present

Head of Operations

Children's Medical Research Institute
2013 – 2020

Acting Head of Operations

Children's Medical Research Institute
2012 – 2013

Head of Information and Communication Technology

Children's Medical Research Institute
2000 – 2013

Technical Manager, Citect

Citect (formerly Ci Technologies)
1995 - 2000

On Air Profile

Spotlight

Alive 90.5 FM
Co-Presenter & Producer

Business Insights with Mario & Darryn (2020-21)

Alive 90.5 FM
Co-Presenter & Producer

121 Sydney (Online TV) (2020)

121 Sydney
Co-Presenter & Producer

Skills

- ❖ I can **present** on Radio.
- ❖ I can **produce** Radio Interview Talk Shows
- ❖ I can operate Radio Broadcast **panels** and playout software.
- ❖ I can **edit audio** including expert processing using vendor plugins for common audio artefacts.
- ❖ I can manage the **Information Technology** at a radio station including audio broadcast chain.
- ❖ I am expert in **project management** and reporting and will keep any Project Sponsor/Owner up to date with concise and timely reports.
- ❖ I can undertake **safety risk assessments** and training.
- ❖ I can **manage diverse teams** of staff and volunteers.

Contact

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Personal Online Profile

[Linked In](#)

<https://darryn.capes-davis.com>

Radio Producer & Presenter

I have been presenting at community radio station Alive 90.5 FM for over 2 years. I started with Breakfast and Drive shifts before getting the opportunity to Produce and Co-Present two weekly shows, [Spotlight](#) and [Business Insights with Mario & Darryn](#). I had a short stint of Producing and Presenting a show called [The Midnight Hour](#), which was a music show highlight new music, hits and great covers, matching one of each with a common theme (See [Playlist Example](#)). For radio show production I manage the following:

- Arrange interview guests (Spotlight),
- Arrange run sheet (Spotlight)
- Promote Show (Spotlight)
- Produce and edit the audio episode Podcast (Spotlight, Business Insights)
- Distribute and Promote the audio episode Podcast (Spotlight, Business Insights)
- Produce Facebook Live when guests are in studio (Business Insights)
- Edit Facebook Live and distribute and promote to Facebook and YouTube (Business Insights)

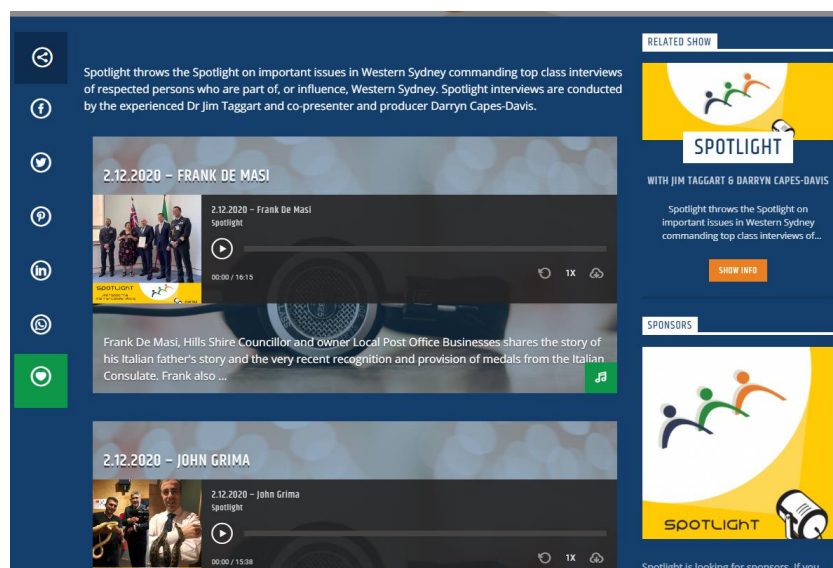
Spotlight

Spotlight is a radio a 2-hour weekly radio program in Alive 90.5 FM. I produce the show and co-present with Jim Taggart. Each week we interview 4 guests. Since the show started, we have conducted over 200 interviews. All interviews are made into a Podcast which is available on the Alive 90.5 FM website. Spotlight averages over 100 podcast listens each week.

I created all the Branding for Spotlight as shown in the social media summary below. I also created and manage each social media asset for Spotlight. For important topics, I have also created audiograms.



Spotlight – Facebook - <https://www.facebook.com/spotlightsydney>



Spotlight – Alive 90.5 FM Website - <https://www.alive905.com.au/series/spotlight/S>



Spotlight

1 December at 22:39 · 🌐



🎧 Spotlight 2.12.2020 🎧 Spotlight returns Wed 2nd Dec with 4 great guests, and some extra special slithery guests 🐍 🤪. Tune in from 10am on [Alive 90.5 FM](#) or stream online.

🎧 Steffen Faurby - Managing Director [TAFE NSW](#)

🎧 Joanne Baldwin - Immigration Lawyer | Registered Migration Agent, [Kite Union Migration](#)

🎧 John Grima, Managing Director, [Kellyville Pets](#)

🎧 Frank De Masi, Local Postal Business Owner and Hills Shire Councillor



Example of Spotlight Show Promotion

<https://www.facebook.com/spotlightsydney/posts/180403717071789>



Spotlight

2 December at 16:42 · 🌐



🎧 Spotlight 2.12.2020 🎧 Steffen Faurby, Managing Director [TAFE NSW](#) discussed TAFE and all the different learning opportunities for all ages.

🎧 Listen to the Podcast 🎧



ALIVE905.COM.AU

2.12.2020 - Steffen Faurby - Alive 90.5 FM

NSW TAFE Managing Director, Steffen Faurby discussed TAFE and a...

Example of Spotlight Podcast Share

<https://www.facebook.com/spotlightsydney/posts/180976703681157>



Spotlight

4 November · 🌐



Lord Mayor Cr Bob Dwyer - PLR Stage 2

Lord Mayor Cr Bob Dwyer calls on the NSW Government to confirm its commitment to Parra... See more



Example of long style audiogram for Spotlight

<https://www.facebook.com/watch/?v=382102559602395>

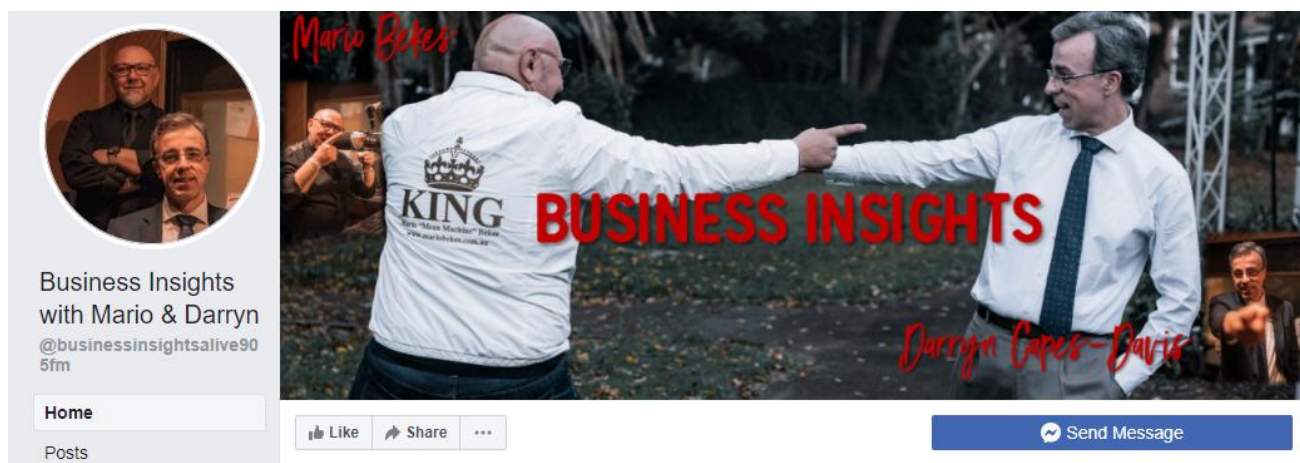
Business Insights with Mario and Darryn (now Business Insights with Mario and Matt)

I finished up with Business Insights in 2020 after training my replacement Matthew Caruana who now presents the show with Mario.

In 2020 I joined Mario Bekes to produce and co-present the Business Insights show on Alive 90.5 FM. Business Insights is a weekly 2-hour show. I produce interview Podcasts after each show. I have managed the social media branding, bringing a consistent style across Facebook, LinkedIn, and Instagram.

I have created the process and workflow for Business Insights to be broadcast to Facebook Live. This includes switching video and audio using a workflow created in Open Broadcast Studio (OBS). To keep the workflow simple, iOS devices are used for the 2 camera angles, with ivCam software used. *See Case Study.*

I have created many 1-2 min audiograms for Business Insights, focussing on interesting audio grabs to highlight the guest. I created and manage the Business Insights YouTube Channel.

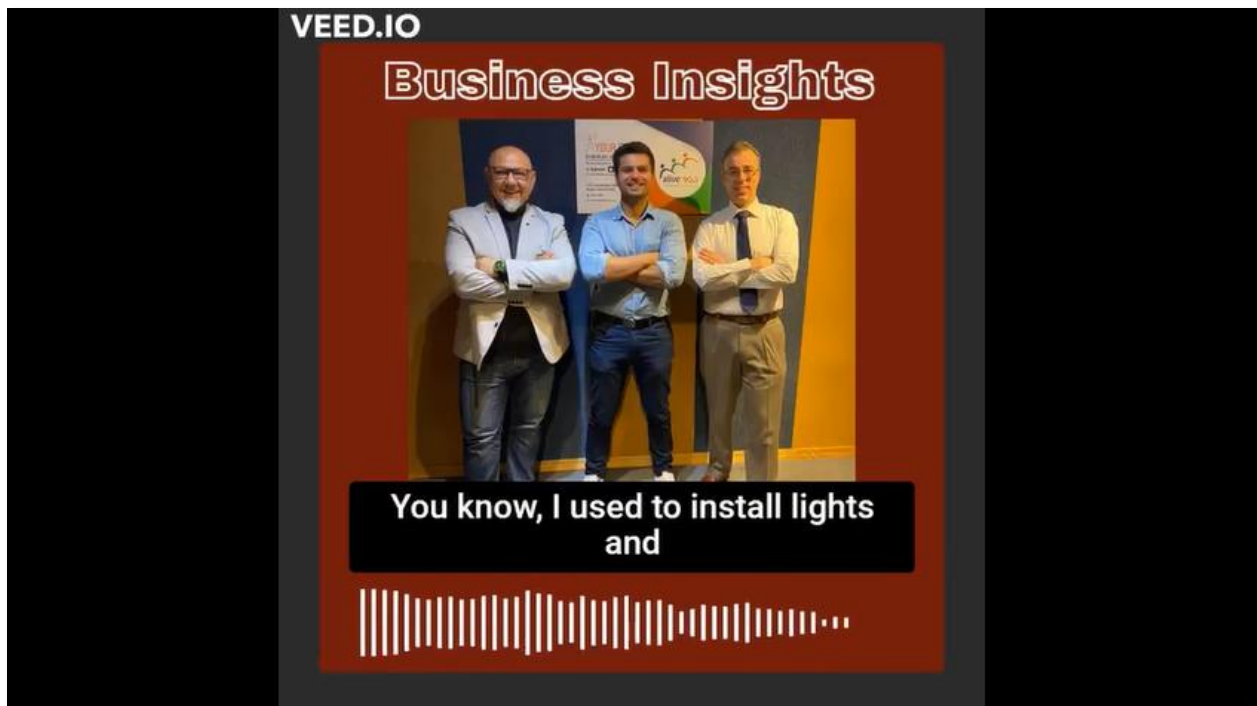


Business Insights – Facebook – <https://www.facebook.com/businessinsightsalive905fm>



Business Insights Edited Facebook Live Video Example

<https://www.facebook.com/businessinsightsalive905fm/videos/190699302659925>



Joey Wehbe - Audiogram



Business Insights with Mario & Darryn is at Alive 90.5 FM.

6 November · Sydney, NSW · 🌐

Joey Wehbe, a sparky 🌟 by trade now shines the light 🔦 on people through public relations. 🤘👍👉👊

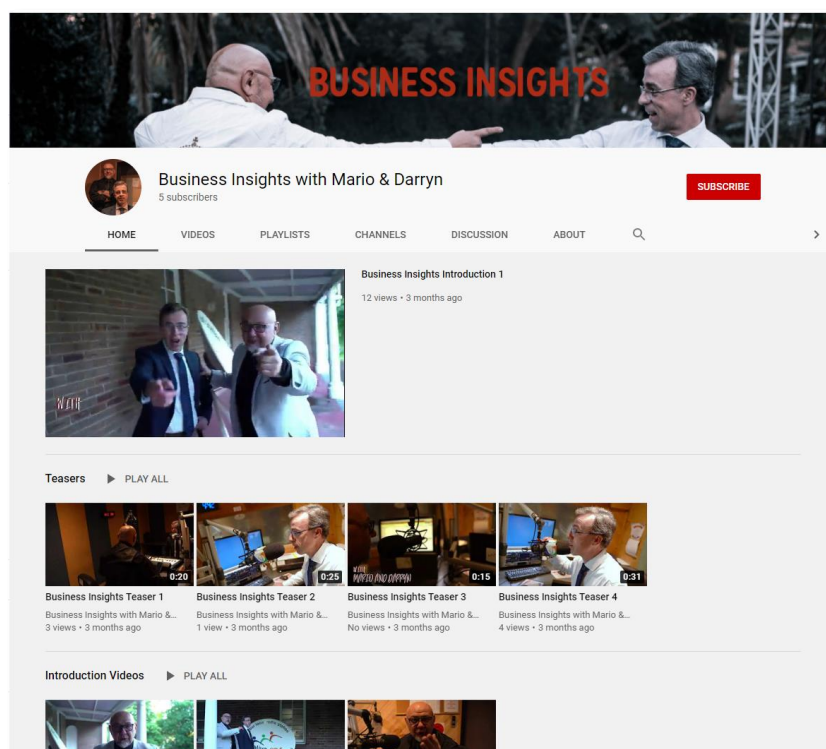


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🔗 Share

Business Insights Audiogram Example

<https://www.facebook.com/businessinsightsalive905fm/videos/joey-wehbe-audiogram/363523001568008>



Business Insights – YouTube – <https://www.youtube.com/channel/UCEGUXr8yNWd-JBCm7tUjxZQ>

Audio Engineer

In my Radio Broadcast and Voiceover career, I manage various aspects of audio engineer including:

- Managing streaming Audio of Alive 90.5 FM main and 2nd streams
- Manage remote audio options for Alive 90.5 FM (*see Case Studies*)
- Edit Live radio interviews into Podcast Episodes. I have co-presented and edited nearly 200 interviews. See <https://www.alive905.com.au/?sfid=69936&authors=dcapes-davisalive905-com-au>
- Edit pre-recorded interviews for Podcast interviews using various microphones, wires, wireless lapel etc.
- True remote mobile phone recording, using Audio Hijack on a Mac with teamed iPhone and USB Yeti Mic. With Audio Hijack I used the noise reduction feature to reduce noise, and sent the local USB Mic audio to one stereo channel and the iPhone audio to the other stereo channel, to allow separate post processing. This technique is used whenever Spotlight needs to pre-record guest interviews.
- Full audio editing in Cockos Repear utilising RX8 Audio Plugins. I do freelance audio editing and have had experience with all sorts of edit requirements including, for example,
 - Reducing Cicadas in background – spectral editing, spectral noise reduction, EQ
 - Improving audio digitised from old analogue vinyl and/or tape – de-crackle, de-hiss, de-click.
 - Improving noisy audio with wide varying levels from multiple mics, which was recorded with noise gate (difficult as there is no clean noise profile) – adaptive spectral de-noise with side chain wet level based on main audio level (needed as if common wet level used it processed too much for low audio levels).
 - Polishing good audio to near perfection – handling reverb, audio level compression, breath control, plosives, harsh S sounds etc.
- Full voiceover job and audition editing with my voiceover business.
 - Editing to required submission standards – mainly breath control and the odd plosive or mouth click that has crept in.
 - Mixing voiceover to music, using side chain compression techniques.
 - I am currently the voice of Alive 90.5 FM weather intro and school zone announcement, and also some of the IDs and announcements for Shepp Radio.

Radio Panelling

I have operated various audio console/panels during many years of volunteering and radio work, including the last 2 years at Alive 90.5 FM where we have Axia IQ panels. I have expert knowledge of Station Playlist, being self-taught after a less than perfect implementation that had been done prior to my arrival at Alive 90.5 FM. I now manage every aspect of the audio playout programming and maintenance for Alive 90.5 FM including tracks, spots, traffic and associated hourly playlist formation as directed by the Alive 90.5 FM programming committee. I have confidence that I will become proficient and expert at any audio panel and any playout programming software that I have the need to learn. The Radio technical support section and case studies below also highlight skills relevant to studio operation and audio broadcast chain.

Radio Technical Support

Having trained as an engineer, and working in IT for many years, I love working with audio. When I joined Alive 90.5 FM as I was asked to join the Board and take on the role of IT Manager. Across two years I have made numerous improvements in the station's audio pipelines, as well as the website and CRM Member database.

In 2020 I was awarded finalist in the Community Broadcasting Association of Australia Awards for Excellence in Technical Services and Technical Innovation. The summaries below give a good overview of both skills used and initiatives taken managing the IT at Alive 90.5 FM.

Technical Services

I assisted in delivery of the Alive 90.5FM website, which acted as the foundation of website improvements in 2019/20. A major innovation in 2019/20 has been the introduction of an online, website integrated CRM for membership management (CiviCRM).

I have leveraged Microsoft 365 and SharePoint, migrating station Files to OneDrive allowing for remote access for station management and operations. I have also used Azure cloud and automation to automatically move logs and logger Files in real time for Station staff and Presenters to access remotely.

I have managed the full implementation of Radio Data System (RDS) at Alive 90.5FM. Prior to 2019/20, RDS equipment at Alive 90.5FM was only used to broadcast the station name. I reviewed and tested track data showing that greater than 80% of artist/title data was accurate, and using available software, implemented a new real time RDS update system.

Being an active Presenter and Outside Broadcast team member, I revitalized OB technology, documenting and configuring the TieLine, as well as bringing in new innovation with mobile remote broadcast technology. Even just now in early 2021, I am implementing a new OB system around Rodecaster Pro, Laptop and Cleanfeed which all fits into a backup.

In 2019/20, I managed the migration of Alive 90.5FM station internet and communications from ADSL/Analogue to NBN and VOIP. Careful attention was taken in reviewing the ATA devices to connect VOIP to existing telephone hybrids, working with the VOIP provider to obtain test devices prior to signing with the VOIP provider.

In 2019/20 I managed a Windows Domain migration, devising a migration and testing program including a full studio test domain. Final migration of all station and studio computers was completed within 2 hours of the scheduled 3 hour migration window. During the migration window the station ran prerecorded material from a laptop straight to the broadcast audio chain, freeing all servers and computers for the migration, but allowing OnAir broadcast to continue.

In all cases I have created user documentation and training manuals allowing current and future Presenters to self-train, and also make myself available for training.

- I have improved the station in the following areas:
 - Online Website Integrated CRM (CiviCRM)
 - CiviCRM implemented with full integration to WordPress Website
 - Online Membership Signup and Renewal
 - Stripe payments for Membership
 - Financial Integration to Xero
 - CiviCRM groups drive OPce365 Groups (E.g. Presenters)
 - SMS Integration with custom plugin written for integration to Telnyx SMS
 - Manual writing and support sessions with Membership officer
- New CD Players
 - New CD players sourced to replace old CD players – console integration required
 - Shim adapters (15 pin to 25pin) created to allow for plug and play into existing studio environment
 - Liaison with Presenters to test
- OPce365 SharePoint

- All Files migrated (except Music) to Office365, One Drive allowing easy access for station Board, Management, Presenters.
- Automated Playout Log transfer to Presenters SharePoint
- Automated Logger (Audio) transfer to Presenters SharePoint
- Automated forms and workflow for access request e.g. Website/Social Media access
- Black Start Guide
 - Black Start Guide created so any Presenter can restart after a Power Failure, including both long power failure (Server Rack UPS Expire) and short power failure.
- iOS App
 - Investigation of source of current iOS App to update for new streams
- Broadcast launch Dashboard (SMS Inbound)
 - Broadcast Launch dashboard implemented to provide for SMS into the Studios for audience engagement and feedback,
- Podcast System Transfer
 - Investigation of platforms for providing Podcast hosting after Whooshkaa changed their charging model.
 - Initial use of AnchorFM, but due to their choice to ban Podcasts for which we had license for, it was decided to host on Alive 90.5 FM website
 - Used WordPress plugin (Seriously Simple Podcasting) with OnAir2 theme customisations to tie Podcasts into shows.
 - <https://www.alive905.com.au/podcasts/>
- Website Improvements during 2019/20
 - WordPress post type extended to include 'OnAir Read' section to provide for a scripted read for Presenters for Community Diary items
 - Creation of website section for Presenters which lists all posts with an OnAir Read
 - Previous paper system replaced where reads were often cut and past of media releases
- Also VOIP, Active Domain, TieLine setup, Mobile OB Setup

Case Studies

Below are 3 case studies where a need facilitated a technique, or collection of techniques, for an outcome.

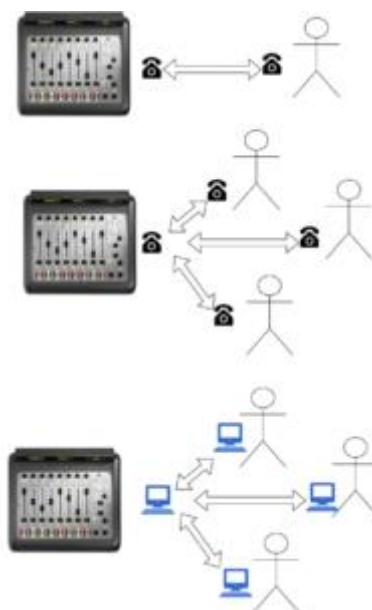
Case Study: Remote Audio at Alive 90.5 FM during COVID Lockdown

NEED: During COVID lockdown Alive 90.5 FM needed to move fast to allow remote programming setup & recording and remote guests.

SOLUTION: A first level response was to implement the station's Playout software remote access option. A virtual server was rapidly set up for Station Playlist Remote VT Server. A training guide was written, and a form and workflow set up for a Presenter to gain access with approval by Alive 90.5 FM Program Committee chair. In some cases remote training was completed. Darryn used the system to do 'near-time' Drive programs, voice tracking the weather and traffic just before segments were due to air. A few other presenters also followed this technique, while others voice tracked in less 'near-time' ways.

To solve the issue of no guests in studios, Darryn worked to provide three levels of audio connection.

1. Regular phone call – updated manuals
2. Conference calls – used innovative setup and procedures to leverage VOIP system features to allow for two conference 'rooms' to be available until Dec 2020. Manual was written and training given.
3. Web audio into studios via PC – the most innovative part of the COVID-19 response was to setup studios to allow for web audio, complete with mix-minus arrangements for studio console audio and local PC audio. This was completed by innovative use of virtual sound software and virtual sound mixer.



Remote Audio Options

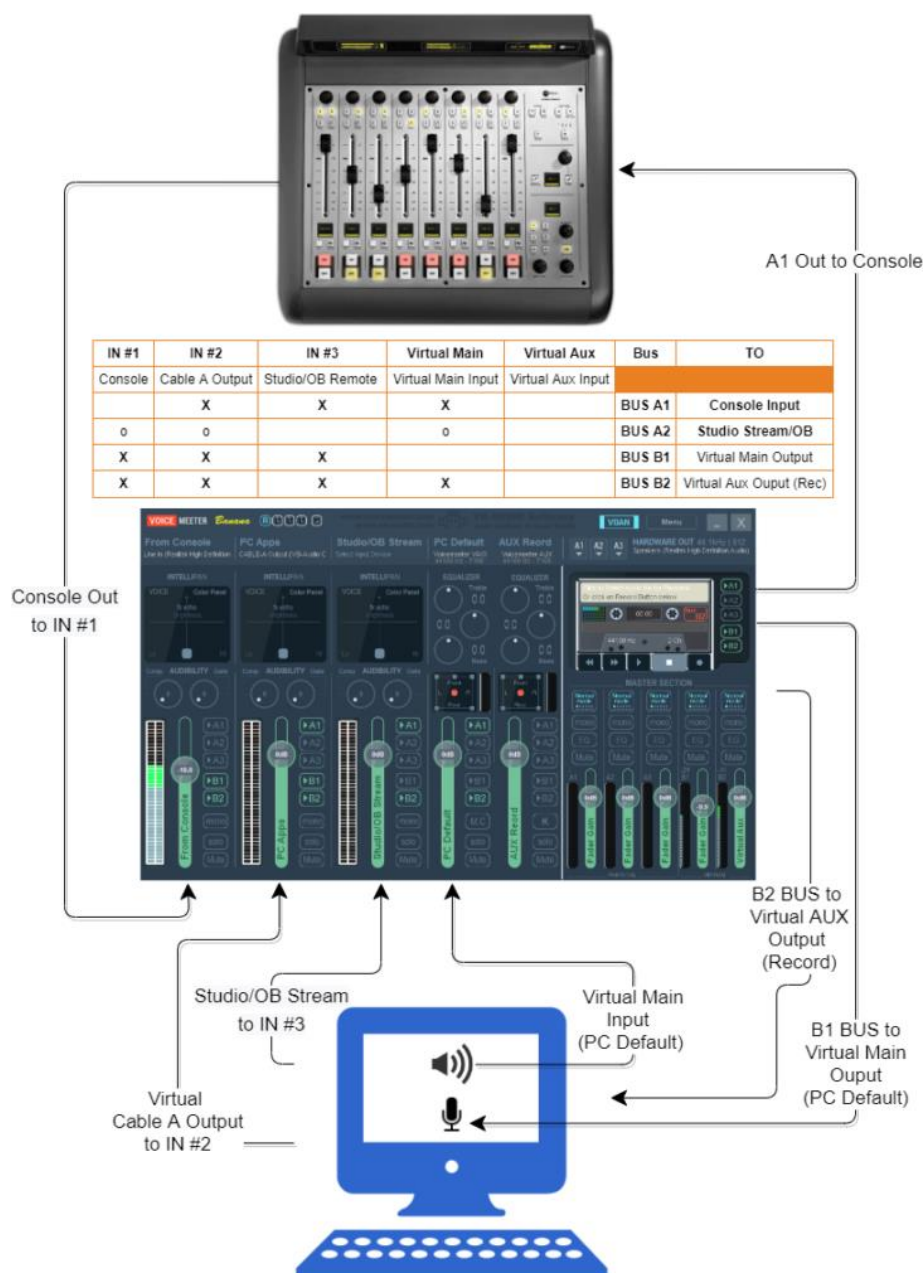
This work was completed in March/April 2020. In those months and since, Alive 90.5 FM talk shows used the remote web audio to bring in guests via various web technologies including Zoom, What's App and Cleanfeed.net. The same solution has now allowed for international audio via Zoom and Cleanfeed.net without costly international phone calls.

Setting up a PC to marshal web and console audio is not an easy task. It is very easy to send audio to a PC from a studio console. It is very easy to send PC audio to a console. It is more difficult to allow for interaction with local and web remote PC audio, while still interacting with the studio console.

The heart of the innovative solution was Voicemeter Banana virtual mixer and VB-Audio virtual sound cards. In summary the setup allows:

- Studio console audio to go to all PC (web) applications as well as a record bus for local PC record
- Local PC audio to go both to all PC (web) applications as well as to studio console, as well as a record bus for local PC record
- Web remote audio to go to studio console without causing a feedback loop
- Also support for another studio and OB stream to be marshalled. This allowed for both Alive 90.5 FM studios to be mixed together, though this setup was not used.

Some innovation was used for conference call option. Usually a conference call needs to be set up again and again. However, testing end dates for scheduled conference calls showed that the 3CX VOIP system would allow for reuse of scheduled conference calls. Direct dial-ins were set for each studio so that guests could call in and join the conference.



Virtual Mixer Setup

Case Study: Business Insights Facebook Live

NEED: Broadcast studio video and audio to Facebook, using station/console audio, but not broadcast any licensed music causing Facebook to mute the Live feed. Make this as simple as possible for panel operator and co-presenter to select the correct audio/video combination to send to Facebook Live.

SOLUTION: The solution builds on the previous case Study (*Remote Audio at Alive 90.5 FM during COVID Lockdown*) with the PC providing for console audio being the same PC for broadcasting to Facebook Live.

As the console/panel audio output was before any broadcast digital audio processing, Themeo Stereo Tool was used to provide for audio compression and levelling.

To keep the cost of any hardware/software to a minimum, Apple devices were used for cameras using the software iVCam, to take the device camera feed and make available on the PC in studio. The solution was designed to accommodate 3 cameras, though Business Insights commonly uses two cameras, a wide angle and a guest close up.

Open Broadcast Studio was used as the platform for streaming to Facebook Live. A holding screen was created. The solution needed to handle 3 video sources: 3 iVCam cameras; and 3 audio sources: console/panel, theme music, camera audio. Theme music to be selected during songs and station sponsor messages, preventing Facebook for taking any action when licensed material was being played on air.

To allow for the selection of the matrix of 3 video and 3 audio sources, 9 combinations, the keyboard number pad was used for hotkeys within Open Broadcast Studio. While a dedicated vision/audio mixer could be used, this solution required no additional or paid software/hardware, always a nice outcome for a community radio station.



Case Study: Hills Winter Sleepout

NEED: During COVID19 Lockdown, The Hills Winter Sleepout required a virtual broadcast setup with minimal cost and effort, to maximise the fundraising for the event.

SOLUTION: The solution needed the marrying of good audio and video, presented to Zoom as a 'webcam'. A Rodecaster Pro console was available, as were OB style headsets. Also available was a Canon 80D camera. The solution needed to bring together all of these, and at short notice given the changing meeting conditions.

CamTwist on a Macbook was the chosen solution, with both a holding screen and Live video config setup within CamTwist. As Zoom was running on Mac Catalina, and working in a hardened environment, a modified Zoom package was made to allow the CamTwist virtual camera to be accepted by Zoom. The solution was used over 5 hours for the evening of the Hills Winter Sleepout, managing the full hosted event at Alive 90.5 FM.



Copy Writing

Across my professional career I have written many instructional manuals, reports, contracts, website, and newsletter articles. My latest piece of writing was the press release for Alive 90.5 FM reporting on making finalist in 5 categories for 2020 CBAA Awards. You can read the press release at <https://www.alive905.com.au/wp-content/uploads/2020/10/Alive-90.5-FM-Finalists-in-CBAA-Awards.pdf>. The press release was picked up by Hills to Hawkesbury News and you can read that article at <https://hillstohawkesbury.com.au/high-fives-for-alive-90-5-fm/>.

Project Management

My project methodology is summarised by five points: Consult, Communicate, Test, Train, Kudos.

- Consult
 - Its important to make sure that all stakeholders have been consulted, and have had a chance to feed in their requirements, ideas etc.
- Communicate
 - Projects are only successful when there is frequent and clear communication about what is happening, keeping stakeholders informed and given them a chance to provide feedback.
- Test
 - Any project, be it system based, or process based, needs testing of the system or process. Without testing, bugs/issues are not found early, in time for the project team to correct the bug/issue.
- Train
 - All projects need for stakeholders and users to be trained on any new systems or processes. It is no good for the project team to know how to do a new task well, only for the usual staff or volunteers to have no idea when they need to pick up and carry on with business as usual.
- Kudos
 - Every project needs a good review period, and if all the other steps have been done well, will be a time for some pats on the back. Not doing this step well will leave staff and volunteers dejected as they rush from one project to the next.

I use the online too Trello to manage projects I lead. I also have created my own tool so I can print off point in time reports from Trello for sharing with stakeholders more used to having a PDF report.

Risk Management

As Head of Operations at Children's Medical Research Institute (CMRI), I was responsible for Work, Health and Safety. In this role I became well versed in safety risk management, developing many tools and resources for risk management and review. This work culminated in CMRI being awarded the 2016 Western Sydney Business Award for Work Health and Safety.

Staff / Volunteer Management

At the end of my role at CMRI I managed a team of 7 direct reports and 50 indirect reports with an operational budget of over \$6M. I have two main philosophies for team management.

1. Everyone should strive to make their role redundant. This is done by looking at what takes up most time in a role, what can be made more efficient and what can be automated. If done well, taking this attitude leads to many opportunities, such that if you do indeed make yourself redundant, your next opportunity awaits.
2. Understand issues to find solutions. Too often team members automatically look to see who may be to blame for an issue. Often issues arise due to many factors and are not the fault of one person. Having this attitude allows staff and volunteers to be open in their work, and not being on guard to protect themselves.

References

Current References are below. All referees are available for contact to discuss recent work and volunteer activities in the field of Radio and Podcast production.

Dr Jim Taggart OAM jimddtaggart@gmail.com 0418 467 057	<p>"I have been truly fortunate to meet many, many people and your work with many, many talented experienced and professional people. Darryn is one of the most talented and best people that I've ever worked with. He is a person who always tries to find solutions to problems and to present them in a very coherent well thought out and within a framework that allows all of those who are involved to understand the situation that they are placed in. Darryn produces Spotlight radio show extremely well with social media promotion before the show, Podcast production and editing, and social media promotion of the Podcasts. This is done within hours of the show being Live On Air. Any organization that requires a person who can work with speed, efficiency, a be team player, then in my professional and personal opinion, Darryn is the person you need to work with. I am very grateful for his work ethic and commitment to any task that he is placed with."</p>
Mario Bekes mario@insightintelligence.com.au 0488 121 720	<p>"I know Darryn for several years now on professional and personal level and I am truly privileged to share with him studio every week. His knowledge and expertise in technology and producing great radio shows is second to none, needless to say that he always brings the best of him to studio, listeners. As well he makes awesome videos, podcasts and visuals when comes to radio shows and other ventures. Love his work and highly recommending him!!!! Always!!! "</p>
Jerome Vagg Deputy Chair, Alive 90.5 FM jerome@alive905.com.au 0419 258 073	<p>"Darryn provides high quality professional services for Alive 90.5 FM in the area of Technical troubleshooting, repair, upgrade and support, Website Development, and process and systems Development. e.g. Darryn took over a website refresh project which has been a catalyst for much greater community engagement. Darryn embodies an honest, practical and no-nonsense approach. He will ask the difficult questions to get to the key source of the problem and understand what the best outcomes are for the Station. Darryn produces excellent documentation for everything he delivers. As Darryn completes an upgrade of a system, he develops clear and simple documents. e.g. The membership system, implemented with CiviCRM is a good example of this. I strongly recommend Darryn to your organisation. "</p>
Dr Michelle Byrne Mayor, Hills Shire Council Mayor@thehills.nsw.gov.au 0448 268 140	
Clr Bob Dwyer Lord Mayor, City of Parramatta Bob.dwyer@cityofparramatta.nsw.gov.au 0428 024 997	
Clr Steve Christou Mayor, Cumberland City Council steve.christou@cumberland.nsw.gov.au 0419 651 187	