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Ability Requirements of E-sports
Program Director

电子竞技赛事导播能力要求

(English Translation)

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Foreword

This document is drafted in accordance with the rules given in the GB/T 1.1-2020 Directives for standardizing-Part 1:Rules for the structure and drafting of standardizing documents.

This document was proposed by Shenzhen Tencent Computer Systems Co., Ltd.

This document was prepared by Guangdong-Hong Kong-Macao Greater Bay Area Standard Innovation Alliance.

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This is the first release.



Introduction

Electronic sports (E-sports) is certified as 78th kind of sports by the General Administration of Sports of the People's Republic of China. Currently e-sports has become a national sport with its large surge in popularity. According to a third-party analysis in 2021, The number of e-sports user in China has reached 500 million and its market value is up to 150 billion yuan. With the rapid growth of e-sports game industry, the lack of talent employment becomes an issue restricting the sustainable development of e-sports industry. The number of e-sports talent has reached over 0.5 million. However, Talents' qualities and professional abilities are in varying levels. To guarantee the sustainable development of e-sports game industry and build a development standard for e-sports talent, it is an urgent demand to standardize ability requirements for core positions, to promote professionals training, ability evaluation and their career development plan in the industry. To promote the e-sports game industry for further progress of standardized, healthy, green, and sustainable development with producing more delicate and advanced e-sports content, this document is formulated in accordance with the spirit of the Labor Law of the People's Republic of China.

This document is drafted with a regulation basis of Constitution of the People's Republic of China, Chinese Laws and Regulations with China policies but shall not add or change any legal obligations or responsibilities of implementers. In any circumstance, the organization should firstly obey the local laws and regulations and apply for the stricter requirements in laws, regulations and the requirements of this document.

This document also sticks to the idea of keeping a standardized, healthy, green and sustainable development, meets the needs of high-quality economic development, serves the development mode transformation of e-sports game industry, regulates the ability requirements and performance standards of e-sports talent according to the current situation of e-sports industry and the ecological status and operating experience. In tight accordance with the Technical Regulations for the Preparation of National Vocational Skills Standards, (Ministry of Human Resources and Social Security, 2018 edition), this document clarifies the professional qualities of e-sports program director in a standardized and detailed description, and their professional and skill requirements in all levels will be described in detail.

This document clarifies four levels for electronic sports program director as junior level, mid-level, senior level and expert level. This document also gives a clear description on vocational profile, fundamental professional requirements, and job requirements.

Ability Requirements of E-sports Program Director

1 Scope

This document specifies the standardization and level requirement for e-sports tournament program director to offer reference in e-sports tournament program director talent cultivation and performance evaluation in e-sports industry.

2 Standardization and Reference Document

There is no standardization and reference for this document.

3 Terms and Definitions

For the purposes of this document, the following terms and definitions apply.

3.1

e-sports program director

a crucial position that makes good use of features of camera and switcher to better reveal scenes in e-sports tournament livestreaming and broadcasting process, which also need to meet requirements of traditional TV broadcasting contents and satisfy unique expression styles of e-sports content due to technical quality and aesthetic style of this position
It is referred to as e-sports program director in this document.

3.2

observer

enter and observe the game and continuously and pay all attention to the game itself without any control operation and take responsibility for in-game scene exposure during livestreaming and broadcasting in e-sports tournaments.
It is referred to as OB in this document.

3.3

multi-player online battle arena

multi-player online battle arena

3.4

first-person shooter

a game that initiating shooting from players' subject view

3.5

race game

a game that imitating racing car competition in reality

3.6

ESP: electronic studio production

a video production pattern in studio which requires the supreme level of technical support and mainstream production pattern used in TV station and other program production

3.7

EFP: electronic field production

a general definition to describe a full set of box-mounted television device suitable for field operation outside the studio and television signals can be recorded or transmitted, including the following devices: 2+ cameras, a full set of video switcher, a complete audio operation system and auxiliary device

3.8 studio and broadcast cameras

a type of cameras, different from traditional cameras, dedicated to production in studio program or field program, responsible for capturing scene and transmitting scene to the CCU(camera control unit) through optical fibers

scenes are generated by the CCU and transmitted to recorders, routers and switchers used for ESP and EFP

3.9

shot scheduling

e-sports program director guide camera operator to change camera lens angle-changing or movement and focal length such as push, pull, shake, move, lifting as well as pitch, tilt, pave to catch various model pictures or changing of field of view for showing dynamic status of people, good vibe of environment, interaction between people, changings between people and vibe of environment

3.10

camera position setting

e-sports program director makes a full coordination according to on-site environment and tournaments content including camera position amount, specific location of cameras, classification of camera positions (technical parameters such as camera specification, camera lens specification, auxiliary equipment configuration) and the formation of each camera position

3.11

switching

an operation in multicam production that e-sports program director uses switching devices to instantly edit various video signals like camera scenes and so on, switching is initiated by e-sports program director during live action shooting, switching basis is obtained by e-sports program director according to storyboard, various changes occur during live action shooting so e-sports program director focus more on the camera shot to avoid any possible accident

3.12

switcher

an on-site video-signal production and edition device which create field television production by switching, wiping, mixing, special effects processing and subtitle superimposition of multiple video signal sources from studio and broadcast cameras or other devices

3.13

safe broadcasting

the process monitoring for complete and precise broadcasting with transmission during the broadcasting of radio and television programs, there should be no sensitive content occur because it is not suitable for public during television program broadcasting, and there should be no problems in terms of images quality during the broadcasting

It is referred as safe broadcasting in this document.

3.14

e-sports league

an e-sports multi-player tournament, consist of sustainable, multi-round and interrelated competitions between 3+ teams in the same level, different e-sports league have corresponding rules for fairness.

3.15

e-sports championships

known as a Trophy, one of a series of finals between the winners of different regions or large groups of e-sports competitions, only available to who are ranked at upper level and it is regarded as the supreme-level tournament of a e-sports

4 E-sports Program Director Ability System

Knowledge, skills and ability system for junior level, mid-level, senior level and expert level are as the following table. This document clarifies skill requirements for e-sports program director in junior level, mid-level, senior level and expert level progressively. Requirements for senior and expert level include junior and mid-level requirements.

Table 1 E-Sports Program Director Ability Requirement Evaluation Indicator

First-level	Second-level	Junior	Mid-Level	Senior	Expert
Fundamental Knowledge of E-Sports Program Director	Basic Knowledge of E-Sports Industry	✓	✓	✓	✓
	Vocational Basic Cognition	✓	✓	✓	✓
	Competitive Game Content & Mechanism	✓	✓	✓	✓
	E-Sports Tournament Structure	✓	✓	✓	✓
	Image Language	✓	✓	✓	✓
	Basic Knowledge of Safe Broadcasting	✓	✓	✓	✓
Professional Knowledge of E-Sports Program Director	Basic Knowledge of Studio Camera Production System		✓	✓	✓
	Fundamental Rules of Audio & Video Signal Transformation		✓	✓	✓
	Functions and Applied Method of Mainstream Device Used in Studio			✓	✓
	Basic Knowledge of Stage Design				✓
	Basic Knowledge of Lighting Design			✓	✓
	Basic Knowledge of Stage Technology			✓	✓
	OB System Functions for Competitive Game	✓	✓	✓	✓
	Professional Knowledge of Camera Shooting			✓	✓
	Program Director Language and Meanings of Commanding Gestures with Basic Rules	✓	✓	✓	✓
	Theories and Knowledge of Visual Narrative	✓	✓	✓	✓

Table 1 E-Sports Program Director Ability Requirement Evaluation Indicator

First-level	Second-level	Junior	Mid-Level	Senior	Expert
Professional Skill of E-Sports Program Director	OB System Tools Operation Skill	✓	✓	✓	✓
	Integrated system for OBs		✓	✓	✓
	Skill of immediate information processing during E-sports Tournaments	✓	✓	✓	✓
	Technical Scheme Design Skill			✓	✓
	Audio & Video Project Construction Skill			✓	✓
	Tournament Livestreaming Procedure Planning Skill				✓
	Switcher Program Production & Scheduling Skill		✓	✓	✓
	Storyboard Production Skill		✓	✓	✓
	Switcher Operation Skill		✓	✓	✓
	Camera Position Planning Skill			✓	✓
	Skill of aesthetic processing on visual language	✓	✓	✓	✓
	Studio and Broadcast Camera System Operation Skill				✓
	Camera Position & Mise-en-scene Skill			✓	✓
	Audio & Video Post-editing Skill				✓
	Emergency Handling Skill	✓	✓	✓	✓
General Working Abilities & Skills	Program Management Skill				✓
	Communication Skill	✓	✓	✓	✓
	Teamwork Ability	✓	✓	✓	✓
	Office Skill	✓	✓	✓	✓

4.1 Fundamental Knowledge of E-sports Program Director

4.1.1 E-sports Industry Basic Knowledge

E-sports program director shall comprehend basic knowledge for e-sports industry, e-sports ecosystem, and e-sports culture.

4.1.2 Vocational Basic Cognition

E-sports program director shall get familiar with vocation position, job description, vocational rules and career development path related to e-sports program director.

4.1.3 Competitive Game Content and Mechanism Design

E-sports program director shall comprehend and get familiar with common game categories, gameplay mechanism, in-game content, and related knowledge, such as MOBA, FPS, ACT, FTG, SLG, RAC and other game categories, and related interactive actions, core rules, game process, and judging rules for competitive game.

4.1.4 E-sports Tournament Constitute

E-sports program director shall comprehend e-sports tournament system structure, basic composition and staff structure of tournament production teams, tournament production process, and get familiar with the point of competitive and attractive of e-sports tournaments.

4.1.5 Image language

E-sports program director shall master creative theoretical knowledge and skills of creative production of image and audio elements and comprehend creative perspective and types and function of image language.

4.1.6 Basic Knowledge of Safe Broadcasting

E-sports program director shall comprehend basic knowledge of safe broadcasting in television program production, get familiar with prohibited contents (anti-socialism or against national security, revolutionary heroes insulting, feudal superstition, colonial war, terrorism, etc.) and sensitive contents (tawdry postures, gambling, pornography, violence or vulgar behavior, etc.)

4.2 Professional Knowledge of E-sports Program Director

4.2.1 Basic Knowledge of Electronic Studio Production System

E-sports program director shall comprehend basic technical knowledge used in electronic studio production including related signal link, production sequence for studio system structure with functions of mainstream devices like switcher, mixer, real-time packaging system, instant replay system, video reproduction system, etc.

4.2.2 Basic Rules of Audio & Video Signal Transmission

E-sports program director shall comprehend basic composition and features of audio and video signals, the process of audio and video signal collection, encoding and decoding, the process of allocation and scheduling, the rules of adding and de-embedding, and transmission methods.

4.2.3 Functional Features and Applied Methods of Mainstream Devices in Studio

E-sports program director shall comprehend basic system configurations and functions such as switchers, mixers, real-time packaging system and instant replay system of mainstream brands and get familiar with applied condition and applied method.

4.2.4 Basic Knowledge of Stage Design

E-sports program director shall comprehend basic knowledge of stage design including basic rules and theories of stage classifications, stage space structure, stage space function planning, stage design materials preference.

4.2.5 Basic Knowledge of Lighting Design

E-sports program director shall get familiar with common used lighting controller and different lighting source devices with different basic indicators in illuminance, color temperature, color render index with comprehending principles of aesthetic for on-site lighting design with stage lighting design

4.2.6 Basic Knowledge of Stage Technology

E-sports program director shall comprehend functional rules of basic on-site audio systems, monitoring systems, and special effects devices, including system structure of each part, device category, device function, and applied methods.

4.2.7 Competitive Game OB System Functions

E-sports program director shall master functional test and system setting of OB terminal and master image effect generated by the corresponding function with understanding hardware and software functions and settings required to carry OB system.

4.2.8 Professional Knowledge for Camera Shot

E-sports program director shall comprehend basic knowledge of camera shot theory, basic composition skill, dollying skill, and technical parameters of related professional device, specific application conditions, and effects of different specifications of camera.

4.2.9 Program Director Language and Meaning of Commanding Posture with Basic Rules

E-sports program director shall master the standardized terms and knowledge of meaning of commanding posture related to this position and comprehend terms of field of view, camera operation, image adjustment, switching operation, etc.

4.2.10 Theories and Knowledge of Visual Narrative

E-sports program director shall master basic theories and knowledge of visual narrative and comprehend elements and rules that affect expression of image information, such as scene, image composition, methods of changing of field of view, which will affect image information expression and their functional rules, as well as professional knowledge of narrative category and composition by camera shot.

4.3 Professional Skills of E-Sports Program Director

4.3.1 OB System Tools Operation Skills

E-sports program director shall complete functional test and system setting of OB terminals with getting familiar with image effects generated by corresponding function and comprehend the hardware and software functions and settings that need to operate OB system.

4.3.2 Construction Skills for Integrated System for OBs

E-sports program director shall communicate with teammates for various OBs signals and site utilization planning, assemble and construct EFP system including switcher panel, switcher console, switcher software and complete the control and operation of OB computer and signal converter.

4.3.3 Skills of Immediate Information Processing during E-sports Tournament

E-sports program director shall capture live e-sports tournament information, then respond and arrange follow-up camera shot adjustment quickly. He who should comprehend the importance of all kinds of information and complete the rapid screening and selection of information logically and catch key points happened in e-sports tournaments to show professionalism of this position.

4.3.4 Technical Scheme Planning Ability

E-sports program director shall summarize and formulate technical schemes includes planning for specific type of device, system construction and signal transmission mode according to e-sports tournament livestreaming process and specific presentation content requirements and formulating solutions for unconventional requests.

4.3.5 Audio & Video Programme Construction Ability

E-sports program director shall complete the construction of basic livestreaming system. Comprehend working process of construction and control of livestreaming audio and video device for e-sports tournament. He also should complete the construction and control of audio and video device for online tournament and leagues.

4.3.6 Tournament Livestreaming Procedure Scheme Ability

E-sports program director shall complete the creative scheme for tournament procedure according to its features, requirement of organizers and spectator with better arrangement for livestreaming process and tournament topic setting, tournament design, tournament operation data, image exposure for OB, offline stage design, image exposure for players and tournament site, livestreaming and broadcasting technology application, e-sports tournament content production and appreciation function of e-sports tournament.

4.3.7 Switcher Programme Production and Edition Skills

E-sports program director shall complete configuration and setting of the switcher. He should master special effects methods of switcher including macro recording and transformation. Special effects production including macro recording and transferring, special effects reservation and transferring like production of TimeLine and Memory.

4.3.8 Storyboard Production Ability

a) Mid-level Program Director: to prepare well for events may occur in game and any possibilities in image composition, dolly skill, camera shot connection and cooperating process with OB teammates for unilateral vision in early stage in game according to the linear timeline logic of the tournament.

b) Senior and Expert level Program Director: to Initiate design and creation in early stage according to basic conditions such as stage design, livestreaming content and camera position characters, and show image effects in livestreaming process including camera position angle, scene size, dolly skill, shot cutting types, etc.

4.3.9 Switcher Operation Ability

E-sports program director shall handle the broadcast-level switcher commonly used in e-sports tournament production system and comprehend basic rules and functions of switcher. He should get familiar with switching modes and special operations of switcher.

4.3.10 Camera Position Scheme Ability

E-sports program director shall plan camera position according to basic conditions of stage design, livestreaming procedure, performers, and players' stage moving routine including the number of camera position, the specific location of camera position, the feature of camera position (camera model, camera lens format, auxiliary device configuration and technical parameters) to match camera shot requirement.

4.3.11 Skills of aesthetic processing on visual language

a) Junior and Mid-level Program Director: complete image switching according to basic composition rules and dolly skills, camera lens connection, unilateral field of camera shot vision, and methods of pushing and pulling scenes, and to use various functions of OB system to share fantastic and competitive experience of players to the audience.

b) Senior and Expert level program director: complete image switching according to basic composition rules and skills, methods of operating camera shot, camera lens connection, and to use the documentary narrative features to share fantastic and competitive design and space design of stage and players' condition to the audience.

4.3.12 Studio and Broadcast Cameras System Operation Ability

E-sports program director shall apply basic knowledge of camera and video theory and master basic operation rules and methods of common-used cameras in studio and broadcast system with comprehending relevant precautions at the same time.

4.3.13 Camera Position Control & Scene Control Ability

E-sports program director shall master methods for movement of camera positions to catch scenes from different views and sight-distances to reveal relationship between features on scenes, on-site atmosphere, scheduling of tournament routine and better arrangement of scene scheduling forms such as camera position control, stage staff position changing and movement routine.

4.3.14 Audio & Video Post-Editing Ability

E-sports program director shall master basic post-editing skills of radio and television, basic operation and editing skills of common-used editing software. He should handle content creation and editing process to keep camera lens connection process clear and smooth.

4.3.15 Emergency Management Ability

E-sports program director shall comprehend and get familiar with post-checking mechanism of e-sports tournament and detailed rules of e-sports tournament livestreaming emergency scheme. In case of emergencies which will have bad influences on livestreaming process, e-sports program director should be capable to coordinate all positions to handle emergency situations according to the implementation rules of emergency scheme and actual situation to reduce any influence on the process and quality of e-sports tournament livestreaming as much as possible and formulate corresponding standardization according to actual circumstances of emergencies.

4.4 Office Skills

4.4.1 Program Management Skill

E-sports program director shall take responsibility for program planning, program implementation with program operation and execution independently. He should manage the working tasks and decision-making of each part in the program and solve existed problems to foresee and predict some possible issues then put forward preventive measures to determine response to keep the launching and promoting progress of the program.

4.4.2 Communication Skill

E-sports program director shall be clear about position features and master basic communication skills with getting along well with all teammates and staffs.

4.4.3 Teamwork Ability

E-sports program director shall get along well with relevant staffs in the same program and have strong sense of team mission achievement, team honor and team cooperation.

4.4.4 Office Skills

E-sports program director shall make good use of office software in daily work.

5 Professional Skill Requirements of Junior E-sports Program Director

5.1 Overview

Junior e-sports program director shall have a deep insight for game features and deep understanding for game-playing methods of game pro-player and game versions to deal with all information in e-sports tournaments quickly and correctly. He also should master composition and dollying skill and be capable for revealing in-game images when cooperating with operation teams during e-sports tournament livestreaming and be responsible for livestreaming quality.

5.2 Basic Knowledge

Junior e-sports program director shall master basic knowledge of e-sports industry, vocational basic cognition, competitive game content and mechanism, composition of e-sports tournaments, image language and basic knowledge of safe broadcasting.

5.3 Professional Knowledge

Junior e-sports program director shall master basic knowledge of OB system function for competitive games, program director language, meaning of commanding posture with basic rules and theories with knowledge of visual narrative.

5.4 Professional Skills

Junior e-sports program director shall master skills of Operate OB system tools, skills of immediate information processing during e-sports tournaments with skills of aesthetic processing on visual language (junior level and mid-level) and emergency handling ability.

5.5 General Working Abilities & Skills

Junior e-sports program director shall master communication, teamwork and using office software skills.

6 Professional Skill Requirements of Mid-level E-sports Program Director

6.1 Overview

Mid-level e-sports program director shall master construct EFP system and complete switcher program production and be proficient in OB system operation in e-sports tournaments. He should communicate and coordinate for better cooperation between departments and teammates with having good logical thinking for game switching process and deep insight in game for good reaction ability to deal with possible emergency.

6.2 Basic Knowledge

Mid-level e-sports program director shall master basic knowledge of e-sports industry, vocational basic cognition, competitive game content and mechanism, composition of e-sports tournaments, image language, basic knowledge of safe broadcasting.

6.3 Professional Knowledge

Mid-level e-sports program director shall master basic knowledge of studio camera production system, audio and video signal transmission rules, OB system function in competitive games,

program director language, meaning of commanding posture and basic rules, theories and knowledge of visual narrative.

6.4 Professional Skills

Mid-level e-sports program director shall master operation skills for OB system instruments and build integrated system for OBs, skills of immediate information processing during e-sports tournaments, technical scheme planning, storyboard production (mid-level), switcher operation skill, skills of aesthetic processing on visual language (junior and mid-level), emergency management ability. It is advisable for mid-level e-sports program director to be capable for switcher program production and adjustment.

6.5 General Working Abilities & Skills

Mid-level e-sports program director shall master communication, teamwork, using office software skills.

7 Professional Skill Requirements of Senior E-sports Program Director

7.1 Overview

Senior e-sports program director shall master technical theoretical knowledge and applied skills. He should complete technical scheme planning for e-sports league tournaments production, basic construction for program director studio, device adjustment and operation, content preparation for program director position and plan for program director team to finish rehearsal and livestreaming tasks with good ability to judge possible emergencies and reaction.

7.2 Basic Knowledge

Senior e-sports program director shall master basic knowledge of e-sports industry, vocational basic cognition, competitive game content and mechanism, e-sports tournament structure, image language and basic knowledge of safe broadcasting.

7.3 Professional Knowledge

Senior e-sports program director shall master basic knowledge of studio cameras production system and operation rules of audio and video signal transmission and processing, functional features and applied methods of mainstream device in studio and broadcast, basic knowledge of lighting design, basic knowledge of stage technology, OB system functions for competitive games, professional knowledge of camera shot, program director language, meaning of commanding posture with basic rules, theories and knowledge of visual narrative.

7.4 Professional Skills

Senior e-sports program director shall master professional skills for OB system operation, integrated system for OBs construction, skills of immediate information processing during competition, technical scheme planning, audio and video program construction, switcher program production and adjustment, storyboard production (senior and expert level), switcher operation, camera position planning, skills of aesthetic processing on visual language (senior and expert level), camera shot scheduling and scene control skills, emergency management skill.

7.5 Office Skills

Senior e-sports program director shall master program management, communication, teamwork and office software skills.

8 Professional Ability Requirements of Expert Level E-sports Program Director

8.1 Overview

Expert level e-sports program director shall master technical skills reservation and get familiar with mainstream technical methods and applied methods in e-sports industry. Comprehend leading television production technology. Get familiar with main idea of e-sports tournament scheme with excellent ability in aesthetic presentation and expression. Guide and coordinate teams to finish livestreaming of champions and other tier tournaments and take responsibility for safe broadcasting and quality of livestreaming and broadcasting.

8.2 Basic Knowledge

Expert level e-sports program director shall master basic knowledge in e-sports industry, basic vocational cognition, competitive game contents and mechanism, e-sports tournament constitution, image language and basic knowledge of safe broadcasting.

8.3 Professional Knowledge

Expert level e-sports program director shall master basic knowledge of cameras in studio production system, fundamental rules for audio and video signal transmitting and processing, mainstream device function features and applied methods in studio and broadcast, basic knowledge of stage design, basic knowledge of lighting design, basic knowledge of stage technology, OB system functions of competitive games, professional knowledge of camera shot, program director language, meanings of commanding gestures and basic rules, theories and knowledge of visual narrative.

8.4 Professional Skills

Expert level e-sports program director shall master skills of OB system instruments operation, integrated system for OBs construction, immediate information processing during competition, technical scheme planning, audio and video programme construction, e-sports tournament livestreaming procedure planning, switcher program production and adjustment, storyboard production(senior and expert level), storyboard production(senior and expert level), switcher device operation, camera position planning, aesthetic processing on visual language(senior and expert level), studio and broadcast cameras system operation, camera shot scheduling and scene control, audio and video post-editing, emergency management.

8.5 General Working Abilities & Skills

Expert level e-sports program director shall master program management, communication, teamwork and office skills.