



Job Posting
Audio Engineer

POSTING DATE: July 7, 2026

REPORTS TO: Director of Production & Media

SUPERVISES: n/a

WORKS CLOSELY WITH: Video Director
Creative Director
Director of Marketing
Director of Orchestra Operations

In only its 42nd season, the Kansas City Symphony (KCS) has already become one of America's most vibrant major orchestras, quickly gaining national and international recognition. The Symphony is entering its third season with world-renowned conductor and composer Matthias Pintscher as its Music Director, and the positive energy and buzz around this orchestra is intensely optimistic and forward-moving.

Continuously creating live music experiences in Helzberg Hall at the prestigious Kauffman Center for the Performing Arts, the Symphony serves Kansas City's metro population of more than 2.2 million people and welcomes tens of thousands of visitors across a huge swath of the Midwest. The Symphony's 80 full-time musicians perform in diverse and dynamic musical experiences in orchestral and chamber formats each season. The Symphony also serves as the orchestra for the Kansas City Ballet and the Lyric Opera of Kansas City, enriching the community's cultural landscape.

While the Kansas City Symphony ranks among leading American orchestras, it also stands out as one of the most agile. The lean operation of just over 30 full-time staff enables the organization to be fast and nimble, with the excitement of a startup but the polish, stature, connections, and resources of a major cultural institution. Its \$25M annual operating budget is fueled by strong ticket sales, healthy annual contributions, and a robust culture of philanthropy. The orchestra's growth trajectory is exciting, rapid, and palpable, with expanding national and international ambitions supported by global touring, strategic partnerships, and innovative programming.

Position Overview

The Audio Engineer is responsible for leading all audio recording activities for the Kansas City Symphony.

Reporting to the Director of Production & Media, this position oversees the planning, capture, editing, mixing, mastering, and delivery of professional audio recordings supporting concerts, rehearsals, livestreams, broadcasts, commercial releases, archival preservation, and digital media initiatives.

This role combines deep technical expertise with a refined musical ear to produce recordings that accurately reflect the artistic excellence of the Kansas City Symphony. The successful candidate understands orchestral recording techniques, microphone placement, digital audio workflows, acoustics, and post-production while maintaining the consistency and attention to detail required for world-class classical recordings.

The ideal candidate thrives in a lean, highly collaborative environment where technical excellence, preparation, creativity, and continuous improvement are expected.

Key Responsibilities

Audio Production

- Plan, deploy, configure, and operate professional audio systems for rehearsals, concerts, broadcasts, recordings, livestreams, education programs, and special events.
- Design microphone plots and recording and amplification systems appropriate for orchestral, chamber, and choral performances.
- Capture high-resolution multitrack recordings using industry-standard recording techniques.
- Monitor recording quality throughout performances and proactively resolve issues.
- Coordinate recording setup including: signal routing, synchronization, and clocking.
- Support touring and remote projects as assigned.

Audio Post Production

- Edit, mix, master, and deliver recordings for commercial release, streaming platforms, radio broadcast, video productions, archival preservation, and promotional use.
- Perform detailed editing, noise reduction, restoration, balancing, and mastering consistent with professional classical recording standards.
- Prepare masters optimized for streaming services, broadcast, physical media, and digital distribution.
- Coordinate audio delivery for video productions and livestreams.

- Develop repeatable templates and workflows that improve production quality and efficiency.

Recording Systems

- Maintain microphones, recording consoles, interfaces, converters, computers, storage systems, and associated recording equipment.
- Develop preventative maintenance schedules and oversee equipment calibration, testing, firmware updates, and repairs.
- Maintain recording inventories and recommend equipment replacements and future capital investments.
- Create recording documentation, signal flow diagrams, equipment standards, and operating procedures.
- Ensure secure storage, backup, and archival preservation of all recording assets.

Collaboration

- Partner closely with the Video Director to ensure synchronized audio and video production workflows.
- Collaborate with Marketing to maximize the value of every recording session while minimizing operational impact.
- Coordinate with Orchestra Operations, Artistic Administration, and Production to support production planning.
- Coordinate with guest recording engineers, broadcasters, producers, and external production partners when required.

Innovation & Capability Building

The Kansas City Symphony is intentionally investing in media as a strategic capability.

The Audio Engineer will help shape that future by:

- Continuously improving recording workflows.
- Evaluating emerging recording technologies, immersive audio formats, AI-assisted production tools, and digital delivery platforms.
- Developing scalable recording systems that increase production capacity.
- Supporting new artistic formats, recording initiatives, and digital media projects.
- Identifying opportunities for recording-supported earned revenue through aligned partnerships, commercial releases, recording services, broadcasts, or other mission-aligned initiatives.
- Helping establish recording standards consistent with leading American orchestras.

Other duties as assigned.

Qualifications & Experience

- Minimum five years of progressively responsible professional recording experience within orchestras, performing arts organizations, broadcast, recording studios, live entertainment, higher education, houses of worship, or comparable professional recording environments.
- Demonstrated experience recording acoustic ensembles using professional microphone techniques.
- Strong proficiency with professional digital audio workstations such as Pro Tools, Pyramix, Sequoia, Reaper, or comparable professional recording software.
- Strong understanding of microphone selection and placement, acoustics, digital audio networking, synchronization, clocking, gain structure, signal flow, and audio system troubleshooting.
- Experience editing and mastering commercial-quality recordings.
- Experience supporting livestreams, broadcasts, and synchronized audio/video production is strongly preferred.
- Familiarity with Dante and other digital audio networking technologies is required.
- Bachelor's degree or equivalent professional experience required.

Other Requirements

- Flexible schedule. Weekend and evening work is often required in support of our performance schedule.
- Ability to lift and carry up to 50 pounds on an occasional basis and move equipment weighing more than 50 pounds with appropriate assistance or equipment. The position requires standing, walking, climbing stairs, bending, kneeling, reaching, and working in performance venues, backstage areas, loading docks, and office environments. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the position.
- Current, valid driver's license

Compensation and Benefits

- Target base salary range is \$70,000 to \$90,000 commensurate with candidate experience
- 403(b) retirement plan
- Comprehensive healthcare coverage
- Generous vacation and PTO

The Kansas City Symphony is an Equal Opportunity Employer. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, disability, or veteran status.

To Apply:

Submit a resume and cover letter to bmotter@kcsymphony.org. Applications will be accepted through July 24th. Interviews are expected to commence in late July.