



Job Posting

Director of Production & Media

POSTING DATE: July 7, 2026

REPORTS TO: Chief Production Officer

SUPERVISES: Video Director
Audio Engineer
IATSE Stage Crew

WORKS CLOSELY WITH: Manager of Orchestra Personnel
Manager 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 Director of Production & Media is responsible for leading the Kansas City Symphony's integrated Production & Media department.

Reporting to the Chief Production Officer, this position oversees all technical production activities supporting rehearsals, performances, touring, recordings, livestreams, broadcasts, and digital media while building the systems, people, and technology required to operate at the standard of a top-tier American orchestra.

This leader will build a new integrated production organization capable of delivering exceptional live experiences while creating world-class media that extends the Symphony's artistic reach far beyond the concert hall.

The successful candidate is an experienced production leader equally comfortable discussing stagecraft, production planning, recording workflows, technology, and organizational leadership. They understand that great production is not measured by visibility, but by consistency, preparation, technical excellence, and service to the music.

Key Responsibilities

Live Production

- Lead all production planning for rehearsals, concerts, tours, special events, broadcasts, education activities, and community performances.
- Oversee stage production, production scheduling, production timelines, and technical execution.
- Develop production plans and budgets that align artistic requirements with available resources, staffing, and venue constraints.
- Create CAD stage layouts, production drawings, technical specifications, backstage operations, and production documentation.
- Coordinate load-in, load-out, production trucking, and production equipment logistics.
- Manage relationship with IATSE Local 31 creating crew schedules for all services and acting as point of contact for crew onboarding or crew concerns.
- Coordinate closely with venue partners to ensure production requirements are communicated and executed successfully.
- Ensure compliance with safety standards and promote a culture of safe production practices.

Media Production

- Lead the Symphony's production of recordings, livestreams, radio broadcasts, archival recordings, promotional content, and other media initiatives.
- Supervise the Audio Recording Engineer and Video Director, establishing production standards and ensuring consistent quality across all media projects.
- Partner with Marketing to develop efficient capture strategies that maximize the value of every production while minimizing impact on operations.
- Establish technical standards for audio and video capture, editing, storage, metadata, archival management, and media delivery.
- Oversee media technology investments, production workflows, and production infrastructure.
- Ensure all recording and media activities comply with applicable collective bargaining agreements, licensing requirements, copyright restrictions, and organizational policies.
- Develop long-term strategies for expanding the Symphony's digital media capabilities.

Production Systems

- Develop repeatable production processes that improve quality, efficiency, and communication.
- Create production documentation, operating procedures, equipment standards, and technical playbooks.
- Maintain inventories of production equipment and oversee maintenance, repair, replacement planning, and capital recommendations.
- Identify opportunities to improve production technology and operational efficiency.
- Develop production contingency plans and risk mitigation strategies.
- Implement project management practices that improve planning and execution across the department.

Leadership

- Build, mentor, and develop a high-performing Production & Media team.
- Establish clear priorities, expectations, performance standards, and accountability.
- Foster a collaborative culture focused on continuous improvement, technical excellence, and service.
- Manage department budgets responsibly while identifying opportunities to maximize organizational value.
- Provide thoughtful coaching and professional development opportunities for direct reports.
- Build strong relationships with contract production personnel and external vendors.

Innovation & Capability Building

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

The Director of Production & Media will help shape that future by:

- Continuously improving production workflows.
- Evaluating emerging production technologies.
- Supporting new artistic formats and interdisciplinary performances.
- Developing scalable media capabilities that increase organizational reach.
- Identifying opportunities for production-supported earned revenue through aligned partnerships, co-productions, rentals, recording services, or other mission-aligned initiatives.
- Building systems that enable long-term organizational growth rather than short-term fixes.

Other duties as assigned.

Qualifications & Experience

- Minimum seven years of progressively responsible production leadership experience within performing arts, broadcast, live entertainment, higher education, houses of worship, television, festivals, or comparable technical production environments.
- Demonstrated experience leading technical production teams and managing complex live events.
- Strong understanding of stage production, production planning, audio systems, video systems, lighting coordination, backstage operations, and technical logistics.
- Experience supervising production personnel and managing external vendors.
- Experience supporting recordings, livestreams, broadcasts, or digital media production is strongly preferred.
- Familiarity with orchestral production environments is beneficial but not 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
- Relocation support to Kansas City

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.