



Job Posting
Video Director

POSTING DATE: July 7, 2026

REPORTS TO: Director of Production & Media

SUPERVISES: n/a

WORKS CLOSELY WITH: Audio Engineer
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 Video Director is responsible for the technical execution, capture, editing, and delivery of the Kansas City Symphony's video productions.

Reporting to the Director of Production & Media, this is a hands-on technical position responsible for operating and continually improving the Symphony's video production systems. The successful candidate will lead the deployment and operation of a multi-camera PTZ production system while producing high-quality video content that supports performances, livestreams, archival recordings, marketing, fundraising, education, and future commercial initiatives.

This is a technical production role for an individual who enjoys operating professional video systems, solving technical challenges, and continually refining production quality.

The successful candidate will spend a meaningful portion of every performance week behind the controls—programming cameras, directing live productions, editing finished content, and improving the Symphony's video workflows.

Key Responsibilities

Video Production

- Direct and operate Symphony video productions as assigned.
- Program, deploy, and operate the Symphony's PTZ camera system.
- Develop camera presets that support efficient multi-camera production.
- Operate video switchers for livestreams, recordings, broadcasts, and special events.
- Capture ISO recordings and program outputs.
- Monitor exposure, color balance, focus, framing, and overall image quality throughout productions.
- Produce visually compelling coverage that supports the artistic integrity of each performance.

Post-Production

- Edit performances, promotional videos, interviews, educational content into digital assets for organizational use.
- Perform color correction and color grading.
- Synchronize multi-camera productions.
- Coordinate closely with the Audio Recording Engineer during post-production.
- Maintain efficient editing workflows and project organization.

Media Systems

- Maintain the Symphony's video production systems.
- Configure PTZ cameras, controllers, networking equipment, switchers, recording systems, storage, and editing workstations.
- Troubleshoot technical issues involving SDI, HDMI, IP video, PTZ control, storage, synchronization, codecs, and production hardware.
- Maintain organized media archives and metadata.
- Recommend future technology investments and workflow improvements.
- Develop documentation for production workflows and technical standards.

Live Production Support

- Support rehearsals, concerts, education activities, donor events, community performances, and touring productions.
- Assist with deployment and strike of production systems.
- Coordinate camera placement with artistic and production leadership.
- Work collaboratively with venue staff and production vendors.
- Support livestreams and broadcasts as assigned.

Continuous Improvement

The Symphony is intentionally building it's media capabilities.

The Video Director is expected to:

- Build the playbooks, templates and tools to be successful.
- Improve production quality throughout each season.
- Evaluate new production technologies.
- Develop more efficient editing workflows.
- Improve media organization and archive standards.
- Expand the organization's ability to produce high-quality visual content with a lean technical team.
- Stay current with evolving broadcast and production technologies.

Other duties as assigned.

Qualifications & Experience

- Minimum five years of professional experience in broadcast, live production, sports production, performing arts, higher education, houses of worship, television, or comparable production environments.

- Demonstrated experience operating professional camera systems.
- Experience directing live multi-camera productions.
- Strong proficiency in non-linear editing software such as DaVinci Resolve, Adobe Premiere Pro, or Final Cut Pro.
- Experience with PTZ camera systems is preferred but not required if the candidate demonstrates strong technical aptitude and the ability to learn quickly.
- Experience operating professional video switchers.
- Familiarity with SDI, HDMI, networking, storage systems, codecs, and digital media workflows.
- Color grading experience preferred.
- Experience producing content for streaming platforms and social media is desirable.

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.