Senior Studio Engineer

Contract: Permanent
Hours: Full-time (37.5 hours a week)
Salary: £26,800-£33,000
Location: Gloucester based, but with expectation to work across our sites in the Forest of Dean and on our portable music studio, the Music Bus.
Report to: Facilities Manager

About The Music Works
The Music Works is an award-winning Gloucestershire charity that uses music as a vehicle to transform the lives of young people (8-30 years) living in challenging circumstances. We work with all abilities, from absolute beginners to some of the county's most skilled emerging artists. We specialise in music technology and production, singing and song writing, rap and beatboxing, using a range of musical instruments from guitars to Djembe drums, because we have found these approaches to be the most accessible and achieve the best outcomes.
Here's an introduction to our work https://youtu.be/zz14_Zi2POY and our website is www.themusicworks.org.uk.

The role
The main purpose of this role is to oversee operations for The Music Works' recording studios and music technology provision. The post-holder will be accountable for the development, delivery, and evaluation of studio activity, ensuring it contributes directly to organisational objectives, income generation, and positive outcomes for young people. The role will lead resources, staff, freelancers, partnerships, and commercial opportunities while maintaining high standards of recording studio practice and customer experience.

Key Responsibilities:

1. **Studio Operations and Sound Engineering**
   - Deliver high-quality recording sessions for artists, musicians, and bands who book the spaces. These sessions may be with young beneficiaries and private hire clients.
   - Provide technical assistance for users of all The Music Works facilities, including development of accessible learning guides to support use of equipment, as well as supporting troubleshooting
   - Lead the maintenance of The Music Works technical equipment, carrying out regular inventory and stock checks

- Undertake in-house repairs whenever possible and manage equipment being sent off-site for repair as required
- Manage systems for issuing and returning studio equipment on temporary loans, hires, or project-specific use
- Support the Facilities Manager with health & safety procedures and risk assessments related to the use of any equipment within the inventory

2. **Team Leadership and Talent Development**
   - Act as a role model, demonstrating professional excellence throughout your work
   - Recruit, train, and develop a team of young sound engineers and technicians through an engineering-based talent development training programme
   - Lead and matrix-manage junior sound engineers across all operational areas, providing mentorship throughout
   - Maintain and expand a comprehensive network of freelance contacts across creative fields, to provide support to The Music Works as and when appropriate
   - Develop and maintain partnerships with industry professionals to provide high-quality masterclasses or workshops, or provide mentoring and work experience opportunities where suitable

3. **Building / Site Responsibilities**
   - Be a keyholder for the buildings, responsible for opening or locking up the facilities when needed
   - Implement day-to-day rota for facilities, ensuring that the buildings are opened and studios are operational at all required times
   - Support colleagues and young people in one-off events, such as concerts, conferences, or festivals that the organisation engages with
   - Provide site duty management responsibilities, for which training will be provided. Including; building safeguarding, health & safety reporting, fire warden, first aid, among others.

4. **Promotion and Commercial Development**
   - Help establish the studios as an industry-standard professional resource that attracts leading artists and musicians
   - Identify and pursue opportunities to promote the studios by showcasing what we do, how we do it well, and the value we bring to artists and industry partners.
   - Engage with our marketing team to understand and develop our reach digitally
   - Support the ongoing commercial development of the studios

5. **General Responsibilities**
    - Deliver excellent customer service for all studio users
    - Maintain records of feedback and evaluation from young people through our data capture system
    - Be committed to putting young people at the heart of everything we do
    - Promote and comply with all of our policies and practices
    - Be responsible for identifying and undertaking training and personal development
    - Effectively manage time and communicate with the team to ensure collaborative working practices
    - Undertake any other reasonable duties, commensurate with the level of the post so as to ensure the smooth running of the facilities

Person specification

This is a senior role within our organisation and while we are really committed to developing our staff, we need you to come ready to hit the ground running. We're flexible in terms of your career background but what we do need is someone who can show that they have the experience and track record around the following skills:

Essential:

- A flexible person who can work evenings as well as weekends
- A highly proficient user in DAWs, specifically Pro Tools or Logic Pro.
- Demonstrable experience engineering and facilitating recording sessions for a diverse range of clients, artists, musicians, and as a result, have relevant credits on a broad range of music releases across a wide range of genres
- Strong knowledge of professional studio etiquette, session management, client care, and maintaining a high-quality recording experience
- Proven ability to manage multiple concurrent projects, priorities, and deadlines whilst maintaining high technical and creative standards
- Strong organisational skills with attention to detail
- A belief in the transformational powers of music for young people
- A great team player
- Excellent communication skills with the ability to engage effectively with young people from all backgrounds, colleagues, and external partners

Ideally, we'd also love it if you:

- Have previous experience working with young people
- Have experience and knowledge of DAWs such as Ableton Live, or FL Studio
- Have experience using Dante or other AoIP technologies
- Have experience managing budgets, contracts, resources, or commercial activity

- Have experience recruiting, training, and developing teams in creative or technical environments
- Have knowledge and experience of one or more professional creative software solutions such as Final Cut Pro, Adobe Creative Suite, or OBS
- Have some experience with music performance technology, live sound, AV, or lighting
- Have an understanding of safeguarding principles and procedures

Details of the role:

This is a full-time role (37.5 hours per week), subject to normal probation period of 6 months. It is a permanent role. We will consider job shares and flexible working with the right candidates. The salary is £26,800-£33,000. There is a requirement for regular evening and weekend work. The role will be based at our Gloucester site but some travel to other venues across the county may also be expected. We're flexible about some homeworking where it doesn't affect the job.

Benefits:

- Pension at 3% of basic salary
- Flexible working
- Enhanced maternity & paternity pay
- Staff training and development opportunities
- Cycle to work scheme (shower facilities at Gloucester hub)
- Enhanced Maternity policy
- Wellbeing and social programme for staff
- Annual leave entitlement: 22 days plus bank holidays
- All days off between Christmas and New Year
- Your birthday off
- Additional unpaid leave by request
- Access to Perks at Work
- A passionate and committed staff team with an inclusive working culture

To apply

Please submit:

- Your current CV
- Cover letter explaining why you are interested in the role and how you are suitable
- Link to your portfolio work (for example; personal website, Spotify or Tidal links, Dropbox folder, Google folder or similar)

Send your application to recruitment@themusicworks.org.uk to by 9th October 2026. If you have any questions about the role, please contact Marcus on mjenkins@themusicworks.org.uk.

The use of AI tools (e.g., ChatGPT or similar) is permitted in the application process. However, we strongly advise against copying and pasting answers from AI tools, as this often results in generic responses. We encourage you to showcase your own experiences, voice, and style in your answers and note that this is particularly important given the communication expectations of this role.

Diversity and inclusion are at the heart of our organisation, and we promote equal opportunities. We believe this can be achieved through attracting, developing, and retaining a diverse range of staff from many different backgrounds who reflect the community we serve. We encourage applications from all backgrounds. We use positive action under section 159 of the Equality Act in relation to disability or race. This means that if we have two candidates of equal merit in our process, we will seek to take forward the disabled, or global majority candidate in order to diversify our staff team.

We also ask that you complete an equality form (this is anonymous and is only to help us make sure we are reaching a broad range of people).
https://forms.office.com/r/vrdJxdJs7n

In line with The Music Works safeguarding policy, this job is subject to enhanced DBS checks and satisfactory references.