



JOB DESCRIPTION

Video Producer & Photographer

EXEMPT STATUS:	SALARIED
REMOTE HYBRID ELIGIBLE:	YES
DEPARTMENT:	REVENUE SERVICES
REPORTS TO:	CREATIVE DIRECTOR
DIRECT REPORTS:	0
MARKET GRADE:	16
EFFECTIVE/LAST UPDATED:	JULY 7, 2026

POSITION SUMMARY:

The Video Producer & Photographer is responsible for creating high-quality photography and video content that supports the Oregon Symphony's marketing, development, education, and audience engagement efforts. This position manages the full production process from planning and capture through editing and delivery, ensuring visual content reflects the organization's brand, mission, and artistic excellence.

ESSENTIAL DUTIES & RESPONSIBILITIES:

Content Planning & Production

- Plan and execute photography and video projects that support marketing campaigns, concerts, events, development initiatives, and organizational storytelling.
- Manage the full production lifecycle, including concept development, pre-production planning, on-site capture, editing, and final delivery.
- Collaborate with internal stakeholders to define project objectives, creative direction, deliverables, and production schedules.
- Coordinate talent, locations, equipment, and production logistics as needed.

Photography & Videography

- Capture high-quality photography and video at concerts, rehearsals, events, sponsorship activations, and other organizational activities.
- Produce studio, lifestyle, performance, and documentary-style content for a variety of digital and print platforms.
- Edit and retouch photo and video assets, ensuring high production quality and consistency across channels.
- Maintain organized file structures, naming conventions, and digital asset management practices.

Brand & Creative Development

- Collaborate with the Creative Director to develop visual concepts that strengthen the Oregon Symphony brand.

- Ensure all visual content reflects established brand standards while incorporating current creative and industry trends.
- Contribute original ideas that support campaigns, audience engagement, fundraising, and institutional storytelling.

Asset & Project Management

- Manage production budgets, equipment, and photography/video resources.
- Maintain the organization's photography and video asset library, ensuring content is archived, tagged, and easily accessible.
- Manage multiple projects simultaneously while meeting deadlines and maintaining quality standards.

QUALIFICATIONS:

- Bachelor's degree in Photography, Film, Visual Communications, or a related field, or an equivalent combination of education and professional experience.
- Five or more years of professional photography and videography experience, preferably in a brand, agency, performing arts, nonprofit, or commercial environment.
- Strong portfolio demonstrating photography, videography, editing, and visual storytelling across a variety of formats and platforms.
- Advanced proficiency with Adobe Creative Suite, including Lightroom, Photoshop, Premiere Pro, and related creative tools.
- Experience with studio lighting, location photography, and professional video production equipment.
- Experience independently managing photo and video projects from concept development through final delivery.
- Strong understanding of digital marketing and visual storytelling across web, social media, email, and paid advertising channels.
- Excellent organizational, project management, and communication skills, with the ability to manage multiple priorities, build collaborative relationships across departments, and adapt to changing business needs.

OREGON SYMPHONY CORE COMPETENCIES:

These values reflect how we expect all employees to show up in their work, collaborate with others, and contribute to the Oregon Symphony's mission and culture.

Uncommonly Collaborative - Demonstrates openness, respect, and accountability in working with others. Seeks input, communicates clearly, brings the right people into conversations, and contributes to solutions that support collective success.

Universally Welcoming - Engages with curiosity and empathy, values diverse perspectives, adapts communication and approach as needed, and contributes to a workplace and audience experience that is accessible, inclusive, and welcoming.

Uncompromising Quality - Takes pride in craftsmanship, prepares thoroughly, follows through on commitments, and maintains high standards while exercising sound judgment and learning from feedback.

Courageously Innovative - Challenges the status quo constructively, experiments thoughtfully, learns from experience, and seeks better ways to serve the organization, its artists, and its audiences.

Cultural Accountability - Models the symphony's values through daily actions, treats others with professionalism and kindness, communicates thoughtfully, and takes ownership for personal impact on the organization and its culture.

WORK ENVIRONMENT

This position follows the Oregon Symphony's performance and event schedule. Regular in-office and on-site attendance is required based on production, rehearsal, performance, and content capture needs. Evening and weekend work is an essential and required component of this position.

This job description outlines the primary responsibilities of the position but is not an exhaustive list. The employee may be asked to perform additional duties as necessary to support organizational goals.