



Afternoon Board Operator

Who: We are seeking a self-motivated individual to take charge of the afternoon sound at KPFA.

What: A Board Operator and continuity lead. This person will be responsible for board-opping most of the live and pretaped shows that take place in the afternoon at KPFA, as well as loading pretaped content for the afternoons, weekends, and evening off hours at KPFA.

They will also be responsible for helping put together the technical aspects of station promos and the evening news, including editing stories, actualities and other sound for the broadcast.

This role will work closely with both the engineering and programming departments to make sure the sound of KPFA's airwaves is up to standard, without too much repeat programming and being the first line of troubleshooting for technical issues that happen during their shift.

Requirements:

- Familiarity with live broadcast environments (at least 5 years preferred).
- Familiarity with Windows computer environments and software for connecting remote hosts and guests.
- Ability to work with and train folks who need technical support.
- Non-profit work experience is a plus.
- Professional, positive, and approachable attitude, able to handle shifting priorities, multiple projects, and a high volume of requests in a calm manner.
- Contributes to creating a diverse, equitable and inclusive work culture that encourages and celebrates differences.
- Experience using effective interpersonal skills, listening, diplomacy, and tact to build strong relationships with stakeholders, constituents, and all levels of staff.
- Excellent writing, spelling, grammar, proofreading, formatting skills, and strong verbal communication and customer service skills.
- Strong organizational skills, excellent attention to detail and ability to work and problem-solve autonomously.
- Regular and reliable attendance is required.

PAY AND BENEFITS:

- Union, non-exempt regular position
- Schedule: Weekdays at 30+ hours per week
 - Monday-Friday from 12:45 pm-7:15 pm with a 30-minute unpaid lunch.
- Currently: \$28.72 + .5% Seniority increase each year on the anniversary of the hire date
- Vacation & Sick pay after 90 days
- Holiday pay
- Company paid health benefits after 90 days
- Company matched (up to 4%) 403B
- 2% company-funded pension after eligibility.

To apply, send a resume and cover letter to jobs@kpfa.org by 12 noon Friday, May 30, 2025.

KPFA is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

About KPFA: Founded by pacifist, poet, and journalist Lewis Hill, KPFA began broadcasting on April 15th, 1949 as the first listener-supported non-commercial radio station in the United States. We are community-powered and solely supported by listener donations and like-minded foundations. Our coverage area reaches one-third of the state, in Northern and Central California, and we broadcast on 94.1FM KPFA and 89.3FM KPFB in Berkeley, 88.1FM KFCF in Fresno, 97.5FM K248BR in Santa Cruz, 94.3FM K232FZ in Monterey, and online at kpfa.org.

We create and curate a unique mix of local, original, and eclectic music; public affairs; culture; and news programs. We investigate the contemporary intersections of class, race, and the distribution of wealth, along with their effects on the people within our coverage area. Over the years, we have facilitated discussions about historical moments of political impasse, racial tensions, and economic inequality. The majority of our hosts and producers are volunteers who donate their time and energy to create content.

The Pacifica Foundation/KPFA is an American non-profit organization that owns five independently operated, non-commercial, listener-supported radio stations known for their progressive/liberal political orientation.

KPFA's Mission: Our mission is to deliver impactful coverage of current events through original reporting and programming, amplifying historically excluded voices. We also present music that entertains, educates, and/or inspires the listener. As an independent radio station, we prioritize accountability and transparency to our supporting public,

offering insightful context on ongoing events. We achieve this by conducting interviews, offering analyses, and presenting music to shed light on social conditions. We aim to provide thought-provoking content that addresses a range of complex issues affecting our community of listeners.

Organization Values: **Collaboration:** Work with individuals or teams to create engaging content; **Trust:** Believe in the character, strength, or truth of individuals and the organization; **Inclusion:** Provide equal access to opportunities and resources; **Accountability, Responsibility, and Ownership:** Explain, justify, and take responsibility for one's actions.

Organizational Practice: To collaborate, build trust, and foster inclusivity, our organizational practice involves dedicating 80 percent of our time to clear planning, communication of needs and requests, adherence to agreed tasks and deadlines, and assuming accountability, responsibility, and ownership for our actions and their impact on colleagues. Effective communication is vital; all ideas or proposals must be discussed in person or through virtual meetings with all involved. After each meeting, a document outlining action items for everyone's reference must be provided.

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