



## Weekend Engineer

**Who:** We are looking for a self-motivated, eager to learn individual to help share responsibility for the air-quality and maintenance of KPFA radio studios, broadcast tower and transmission systems (both terrestrial and over the internet).

**What:** Under some supervision and direction from the chief engineer and the transmitter engineer, this individual will monitor, maintain, and help update/upgrade equipment in the studios, transmitter site, and off-site server space. This includes but is not limited to the server infrastructure for the website and streams, microphones, computers, phone lines, CD players, studio equipment, the transmitters and air chain that feeds them. A familiarity and ability to run the boards for live or pretaped shows in all 4 of the KPFA studios will also be required, as well as familiarity with the systems used to play pretaped shows (Enco DAD, Libertime, and the station dropbox)

This role will be responsible for monitoring issues in real time over the air, as well as those coming to the engineering email and over Slack. They will also occasionally be responsible for their own projects, including organizing/cleaning up space as time allows and repairing equipment.

**Where:** This job will split its time, mostly at the KPFA studios but will likely require one or two days a week at the TX site to continue aiding the TX engineer and preparing to cover for them when they take time off. Remote work is allowed, including supporting staff's technical needs and working on projects off-site.

**When:** This role will primarily be Thursday-Friday 11:00 am-7:30 pm, Saturday from 10:00am-6:30pm, Sunday from 8:45 am-5:15 pm, and Monday from 11 am-7:30 pm with a 30-minute unpaid lunch each day. However, there may be occasions, especially while other members of the engineering team are out with illness or vacation, where days and/or hours will be shifted. Hours may also be adjusted for projects or special events.

### Requirements:

- Familiarity with live broadcast environments (at least 1+ years preferred).
- Familiarity with Windows, Ubuntu, and Macintosh operating systems.
- Ability to work with and train folks who need technical support.

- Non-profit work experience and knowledge/understanding of how to boost efficiency and productivity with limited resources.
- The ability to stand or sit for extended periods.
- The ability to safely lift heavy objects and crawl through tight spaces.
- Familiarity with Windows computer environments and software for connecting remote hosts and guests.
- 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: Weekly at 40+ hours per week
  - Thursday-Friday 11:00 am-7:30 pm
  - Saturday from 10:00am-6:30pm
  - Sunday from 8:45 am-5:15 pm
  - Monday from 11 am-7:30 pm
    - Shifts include a 30 minute unpaid lunch.
    - flexibility for special events and off hours maintenance required
- 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](mailto:jobs@kpfa.org) by 12 noon Friday, May 30, 2025.**

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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](http://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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