



## Law and Disorder Producer

**DEFINITION:** The Law & Disorder Producer leads the daily production of Law & Disorder (L&D), a public affairs program that airs Monday through Thursday from 8–9 AM on KPFA. The show delivers a mix of local (Northern *and* Southern California), state, and international coverage through engaging interviews, civil debates, and in-depth discussions centered around abolition. L&D centers the voices of those most impacted by systemic injustice.

We seek a producer who is passionate about abolition, transformative justice, and challenging the mainstream narrative. The L&D Producer develops content, books guests, edits segments, posts updates, and works in close coordination with the L&D host and interns. This position requires exceptional editorial judgment, strong audio editing skills, knowledge of abolitionist frameworks, and the ability to meet daily deadlines with professionalism and grace.

The L&D Producer reports to the Program Director and works in close collaboration with the L&D host. This position is currently remote but may shift to hybrid or in-person at KPFA's Berkeley studios.

### DUTIES & RESPONSIBILITIES:

- Generate show topics and identify relevant voices and interview subjects, prioritizing new and underrepresented perspectives.
- Book and confirm guests, including coordinating tech details and scheduling with the host and her external team.
- Pitch fully developed show ideas with clear narrative structure and abolition-centered framing.
- Write segment intros, guest questions, and transitions; prep materials for host.
- Edit interviews for podcast release (typically 2–3 segments per show).
- Maintain podcast feed with accurate audio, titles, descriptions, and related links.
- Post daily episode descriptions on KPFA website and social media.
- Coordinate with interns and support their training and growth.
- Monitor news, legislative developments, and organizing efforts related to policing, incarceration, and abolition.
- Occasionally assist with fund drive specials and field production.

### QUALIFICATIONS & REQUIREMENTS

- Strong editorial instincts and deep familiarity with current events and abolitionist frameworks.

- Demonstrated experience in audio editing using digital tools, including multi-track mixing and quality enhancement.
- Fluency with Wordpress and social media platforms.
- Familiarity with Black left movements past and present (e.g., BPP, BLM), and working knowledge of abolitionist organizations and leaders.
- Strong sense of personal accountability, organization, and professionalism.
- Comfort with mentoring and training interns, and engaging collaboratively with the larger KPFA Staff of management, employees and volunteers.
- Ability to work collaboratively in a high-pressure, deadline-driven environment.
- Professional, positive, and approachable attitude, able to handle shifting priorities and multiple projects 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 time management skills.
- Strong organizational skills, excellent attention to detail and ability to work and problem-solve autonomously.
- Regular and reliable attendance is required.

#### **POSITION, PAY AND BENEFITS:**

- Union, non-exempt regular position
- Schedule: Full-time, Monday through Friday (40 hours/week).
  - The show airs live Monday–Thursday from 8–9 AM, with regular work hours typically 9 AM–5:30 PM. Some flexibility and occasional early start times are required based on production needs.
- 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 Monday, June 9, 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 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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