



Junior A&R - Palm Bay Music

Contract: Part time freelance (10 weeks)

Location: UK, predominantly remote based

Fee: £1,980 (22.5 days @ £88 per day)

Applicant Requirement: Aged 18-25, current UK resident (requirement of the funding organisation supporting this role)

Closing Date: 5 March 2021 ([APPLICATION FORM](#))

About Us

Palm Bay Music is a vibrant independent Music Publishing company run by writers, for writers. We offer a fair, flexible, transparent and creatively rewarding publishing option to the makers of music. We are dedicated to changing the future landscape of the music industry by making it more accessible to diverse creators and decision makers.

We are launching a brand new writer development programme to nurture, elevate and financially support those who are currently underrepresented to become the UK's music leaders of tomorrow. Palm Bay Music will run a series of songwriting camps offering young writers, producers and artists a fee to create, be mentored, network and receive feedback from established industry professionals.

About the role

We are looking for a Junior A&R to scout and recruit exciting emerging artists, writers and producers to attend a 5 day songwriting camp. You will curate and project manage all aspects of the writing camp, working in close partnership with the whole Palm Bay Music team. You will receive mentoring to support your professional development and increase your knowledge of the music industry. This is an opportunity to be involved in the growth of an exciting young company that is working to ensure the makers of music are valued, inspired and empowered.

Key responsibilities include:

Outreach + Recruitment - Research, approach and recruit artists, writers and producers. Social media promotion and engagement to promote recruitment.

Administration - Information collection and organisation. Lead on communication with camp attendees regarding project details, travel, accommodation, access and dietary requirements.

Artist Liaison - Support the smooth running of the writing camp onsite, be the first point of contact for writing camp attendees.

Creative Curation and Direction - Choosing which artist, writer and producer combinations would make a complimentary creative match. Clearly communicating Palm Bay Music's writing briefs and offering feedback to creatives during camps.

Social media coverage - Assist content creation to share regular writing camp updates.

We would like to hear from those with the following qualities:

Passionate about music - Someone excited about discovering new music and sharing it with the world. If you live, eat and breathe music this role is for you!

Good written and verbal communication - Ability to communicate with artists, writers and producers and understand the process of creative work. You must be able to bridge the void between the business and the music. An active listener, someone who doesn't immediately feel the need to answer but takes their time when communicating with different personality types.

Creative listening - Critical analysis of music. Deliver feedback in a 'compliment sandwich', really think about what you're wanting to change, give clear examples and not answers like 'I don't like the bridge' - why don't you like it? Is it lyrical, melodic, production? Be forensic in your listening and separate out your personal taste - thinking of what others might like and how it could be an amazing song even in a genre that you don't particularly like.

Organised & Efficient - Good with diary handling, time management, reliable, professional, strong attention detail and effective workflow. Proactive, able to work independently, quickly, and meet deadlines. Someone who finds solutions not problems.

People person - A good general emotional understanding and ability to get the best out of people. A strong networker and relationship builder who doesn't mind being the polite squeaky wheel in terms of following up on emails and chasing required information. A motivating team player.

Additional information:

We particularly encourage applications from individuals who are **LGBTQIA+, Non-binary, Women, Non-graduates, from less advantaged socio-economic backgrounds, of diverse ethnic heritage.**

Palm Bay Music is recruiting to fill two Junior A&R positions. Each Junior A&R will lead on 1 writing camp project over a 10 week planning and preparation period taking place during one of the following timeframes:

12 April - 22 June 2021

12 July - 21 September 2021

Candidates must be available for **approx 2 days a week** during their writing camps 10 week planning and preparation period.

You will be required to take part in meetings via Zoom and will need internet access and a laptop/computer. You will be required to attend the writing camp taking place in Ramsgate, Thanet. Palm Bay Music will cover all travel and accommodation expenses to support your attendance.

Online interviews will take place on 15 & 16 March

WWW.PALMBAYMUSIC.COM

Company Number 11838393

PALM BAY MUSIC LTD