Sound Engineer

Full-time and Permanent
Salary £32,171 - £35,093 per annum
Plus generous benefits package
Hybrid / flexible working

About the role

We're looking for a creative and collaborative individual who is passionate about audio production and the power of sound to bring stories to life.

As our Sound Engineer, you'll play a key role in producing high-quality audio content that brings our collections, exhibitions, events, and digital programmes to life. Working as part of the Digital & Content Production team, you'll use your expertise in audio recording, editing and production to create engaging content across a range of formats, including podcasts, interviews, livestreams, exhibition interpretation, and multimedia experiences.

You'll bring a combination of technical expertise, creative thinking and a strong understanding of audience needs, helping to shape high-quality experiences across our galleries and digital channels. From capturing and refining sound to supporting live productions and developing innovative approaches to storytelling, you'll play an important role in ensuring our content is engaging, accessible and delivered to the highest possible standard.

Working closely with colleagues across the organisation, as well as artists, contributors, and external partners, you'll help shape and deliver projects from concept through to publication. You'll be confident balancing multiple priorities, solving technical challenges and maintaining high production standards, while ensuring content is accessible, engaging and audience focused.

The difference you'll make

Reporting to the Digital & Content Production Manager your responsibilities will include but not be limited to:

- Supporting the planning, preparation, and delivery of livestream events across a range of digital platforms.
- Collaborating with producers, contributors, technicians, and event teams to ensure the smooth delivery of live broadcasts.
- Assisting with the setup, testing, and operation of audio, video, and streaming equipment.
- Leading programme focused day to day sound production in our digital studio, lecture theatre and across the galleries.

- Editing, mixing, and enhancing audio content to ensure clarity, consistency, and an engaging listener experience.
- Collaborating with the Videographer and other team members to identify and implement suitable music, sound effects, and audio assets that enhance the viewer experience.
- Producing accessible audio content, including support for transcription, captioning, and audio description requirements.
- Helping to ensure livestream content meets accessibility and quality standards.
- Synchronising dialogue, music, sound effects, and visual assets to create polished final outputs.
- Optimising content for a range of digital and exhibition platforms.
- Working with curatorial, learning, exhibitions, marketing, and public programmes teams to develop compelling multimedia content.
- Contributing creative ideas for podcasts, exhibition interpretation, and digital storytelling projects.
- Maintaining awareness of developments in audio production, podcasting, and digital media.
- Supporting digital asset management and content archiving workflows.
- Maintaining and caring for audio and multimedia production equipment.
- Ensuring compliance with copyright, accessibility, data protection and health and safety requirements.

Who we are looking for

To succeed in this role, you'll bring a strong combination of technical audio production expertise, creative storytelling skills, and the ability to manage content projects from concept through to delivery. You will demonstrate:

- Proven experience producing professional-quality audio content, taking projects from recording, and editing through to final delivery.
- Excellent working knowledge of audio editing and production software (e.g. Adobe Audition, Audacity, Reaper, Pro Tools) with strong audio editing, mixing, and mastering skills.
- Strong storytelling, interviewing, and content development skills with the ability to structure engaging audio narratives for a range of audiences and channels.
- Experience using livestreaming and broadcast platforms to deliver live or recorded audio content.
- Working knowledge of captioning, and transcription tools, ensuring content meets accessibility and quality standards.
- Excellent IT skills particularly using Office 365 applications, including Teams and SharePoint.
- Demonstrable experience producing podcasts, interviews, discussion-based programmes, or other long-form audio content.
- Strong planning, organisational and project management skills, with the ability to manage multiple projects, deadlines, and stakeholders simultaneously.
- Excellent written and verbal communication skills, with the confidence to build relationships and work effectively with presenters, contributors, and subject matter experts.

- The ability to work independently, exercise sound editorial judgement and maintain high production standards while adapting to changing priorities.

It would also be great if you have:

- Gaelic language skills

We are National Galleries of Scotland

Our three Edinburgh galleries are the National, Modern and Portrait. We house and look after Scotland's amazing world-class art collection – one of the finest in the world. Step inside and explore treasures from Botticelli and Titian to the very best modern art to contemporary portraits of pop culture icons. And, as you'd expect, the world's greatest collection of Scottish art, our national collection. We also have an outstanding collection of Western art from the late Middle Ages to the present day.

We're a space for thinking, dreaming, doing, and playing. Soak up the art. Meet friends in the cafés. Have a family picnic surrounded by the sculptures in the Modern grounds. Be inspired by our amazing art films. Choose your own experience. There is no one way to enjoy Scotland's national collection. We are yours to discover.

As well as displaying our art at our three Edinburgh sites, we also share it through an active programme of partnership across Scotland, the rest of the UK and abroad, as well as online.

We conserve and research our collections, and we are committed to reaching the widest possible audience through our ambitious plans. Visitor numbers to our sites in Edinburgh totalled 2.6m visitors in 2025.

What's important to us

We make art work for everyone. That's our purpose and it drives everything we do. This is an exciting time for us, as we move forward with our engaging strategic vision: Art for Scotland: Inspiration for the World.

We're putting our audience at the heart of what we do. Matching Scotland's rich collection, our expertise, and creativity with the needs and wants of our visitors. Finding new ways to connect with more people and create an innovative, inclusive organisation that can meet the challenges of our ever-evolving world.

We're committed to looking at how we operate as well as how we engage our audiences. We will play our part in tackling the Climate Emergency, and we're embedding Equality, Diversity, and Inclusion (EDI) in the way we work. We want everyone to feel a sense of belonging and freedom to be themselves at work or at play with us.

What's on offer for you

Our colleagues will tell you great things about working here. We aim to ensure the National Galleries of Scotland is a great place to work, where our people thrive in a culture where we are trusted, empowered, and engaged to achieve our true potential. We offer a range of benefits to promote healthy working lifestyles for all our colleagues. Details specific to this role are:

Salary
£32,171 - £35,093 per annum. Starting salaries will normally be at the minimum rate depending on experience.

Hours
35 hours per week Monday to Friday with a one-hour unpaid lunch break each day. The role will occasionally require flexibility in working hours, including evening and weekend work. We're also committed to supporting flexible working options for everyone which includes flexible working, working remotely and flexitime policies.

Holidays
When you first join, you'll get 36.5 days holidays per year (including public and privilege holidays). After 5 years your annual leave will increase to 41.5 days.

Where you'll be based
You will be based at Modern One, 75 Belford Road, Edinburgh, EH4 3DR where free car parking is available on site. You'll also work across all of our Galleries based in the heart of Edinburgh - the National, Portrait, and Modern (One and Two).

Pension
We are a Civil Service Pension employer. You get to choose if you want a defined benefit or stakeholder pension. The benefits of joining the scheme include generous employer contributions to your future pension, life assurance, and options to increase your pension. If you join the alpha Civil Service pension scheme our contribution will be 28.97% for this role.

Other benefits
Family friendly working policies, free or discounted entry to various visitor attractions, staff discount at our shops and cafés, Cycle to Work Scheme, wellbeing support and services including our Employee Assistance Programme.

The closing date for completed applications is 12 noon on Monday, 23 November 2026

Please note that the successful candidate will be subject to Basic Disclosure Scotland security clearance.