



Graduate Animator Job Description

Job Title:	Graduate Animator
Term:	One year contract
Salary:	£27,000 per annum

RSNO Overview

The RSNO is Scotland's national symphony orchestra and one of the five National Performing Companies, supported by the Scottish Government. The RSNO is a symbol of Scottish cultural excellence. Established in 1891, it continues to deliver the highest quality musical experience and enjoyment throughout Scotland, which has been shared by generations.

This is an exciting time to join the RSNO as we embark on a new phase of our journey in audio-visual production. Building on the success of Scotland's Studio, our state-of-the-art audio recording facility, we are exploring ambitious new ways to expand our creative output and engage wider audiences. This position will be key to these developments, contributing to innovative projects and helping to shape the future of our audio-visual production capabilities.

Role Description

The RSNO is seeking a talented, early-career animator to create brand-new, high-quality animated assets for our digital channels. We define early-career as having graduated within the last four years.

The ideal candidate will have a natural eye for 'the shot' and will be confident in creating professional-level 2D animation, with a further interest in either stop-motion or 3D animation. You will be at the start of your career (you must have graduated within the last four years with a relevant degree), and now eager to put your skills to good use working within a prestigious national company. You will have a strong, varied portfolio of animated work which you are excited to share with us.

You will be dynamic, self-motivated, and thrive on autonomy – willing to take the lead on animated projects and suggest new ideas for animated content. You will be a natural storyteller who excels at communicating ideas and narratives through your artistic medium: creating worlds and sharing the characters that live within them. You will be a creative first-and-foremost, but must be technical to some degree, able to use computers to create your art.

The RSNO has a reputation for creating successful animated films with self-recorded orchestral soundtracks, particularly with the goal of introducing children to classical music via our *National Schools Concert Programme*: these releases have included *Gaspard's Foxtrot* (written by Zeb Soanes), and *Yoyo & The Little Auk* (narrated by James Cosmo). Following the success of these (*Yoyo* was watched by over 50,000 children – then released in Gaelic on BBC Alba), it is anticipated that much of the work produced

in this role will be animated short films (or explainer videos) distributed to millions of children through our existing music education partnership with Charanga.

In addition to 'flagship' animated films, it is likely that the animator will also work to supplement a wide range of video projects generally, including creating animated assets to augment presenter-led short-form educational videos to assist in the explanation of concepts, or to support live concerts and bring our stage shows to life – regularly working with our in-house Graphic Designer.

Beyond animation, you will have a broad interest in video, as you may be required to take on other tasks as occasionally required by your role within the team (e.g. editing skills would be a bonus, as you may be tasked with creating a rough assembly edit of a video). You will also be willing to continue your development and broaden your skillset into other areas. The RSNO Video Team will provide training in any areas where the successful candidate is less experienced.

The role of Graduate Animator is supported by Scottish Enterprise.  **Scottish Enterprise**

Key Responsibilities

This role will require you to:

- Create animated work for various audiences to a high standard to support the Orchestra's strategy.
- Personally handle the development of projects, taking the initiative and suggesting ideas to ensure quality of work is as high as possible.
- Understand the requirements of different target audiences (e.g. young people, audience members, donors etc.) and distribution channels, sensitively adjusting and tailoring your work to suit each.
- Work closely with colleagues across the organisation.
- Be responsive and flexible by supporting the creation and delivery of content.
- Work across various projects in parallel, prioritising and balancing multiple projects to ensure successful delivery of each.
- Actively contribute to the conceptualisation and development of innovative ideas and ambitious new initiatives.
- Work collaboratively with colleagues across the organisation to identify suitable opportunities for the creation of new materials.
- Confidently engage and create rapport with musicians, chorus members, conductors, staff, members of the public, children and families to create content as required.
- Be responsible for thinking through and around problems, developing realistic alternative strategies and approaches.
- Ensure all generated media is impeccably catalogued, backed-up and easily accessible.
- Maintain an awareness and understanding of the media landscape and storytelling techniques to ensure that the RSNO is using the latest trends and best practice to create high quality and engaging content.
- Assist in the delivery of concepts to ensure they are on track to meet deadlines within budget and meet the overall strategy of RSNO.
- Promote and protect the brand of the RSNO both externally and internally, ensuring that RSNO brand values and messages are accurately represented on all RSNO materials.
- Undertake other relevant activities as required.

Personal Specification

Category	Criteria
Educations/qualifications	<ul style="list-style-type: none">• Degree or equivalent qualification in a relevant field within the last four years• Strong portfolio of relevant creative work which you are able to show us as part of your application
Required experience	<ul style="list-style-type: none">• Experience of all aspects of the 2D animation creation process – able to take an idea from early concept through to final delivery
Desirable experience	<ul style="list-style-type: none">• Experience with 3D animation, or stop-motion filmmaking, or similar• Experience with Adobe After Effects• Experience with video editing software (ideally Final Cut Pro, Adobe Premiere Pro, or DaVinci Resolve)• Understanding/ interest in/ knowledge of music, particularly classical• Demonstrable experience in another creative discipline additional to animation (e.g. creating/editing video, photography, audio (music/speech), creative writing, drama, dance, etc.)
General competencies	<ul style="list-style-type: none">• Planning and prioritisation• Naturally curious, with an enjoyment for problem solving• Team player with the ability to work under own initiative• Highly motivated, proactive and results & quality driven• Strong attention to detail• Able to respond well to change in a proactive and problem-solving manner• Highly organised and self-motivated with the ability to remain calm under pressure• Awareness of the ever-evolving landscape of media production, particularly film and television, and an eagerness to produce work which is of industry-standard that competes on a world stage
Other	<ul style="list-style-type: none">• Prepared to work some scheduled weekends and evenings

Pension: Contributory pension scheme available.

Location: The job will be based at RSNO Centre, 19 Killermont Street, Glasgow, G2 3NX. Flexible and home working may be allowed in discussion with line manager.

Hours of work: Office hours are 9:00am to 5:00pm or 9:30am to 5:30pm but the post holder will be expected to work as the job requires, including some evenings and weekends for which reasonable time off in lieu will be agreed with the line manager.

Holidays: 25 days plus 13 public holidays.

How to apply

Applicants should complete the online application form at <https://forms.gle/fx8QvEgizVbB7FcDA>, providing us with a CV, cover letter and link to your animation showreel. The deadline for applications is **Thursday 6 March 2025, 5pm**. Any questions relating to this role or your application can be sent to Lorimer Macandrew, Video Producer – lorimer.macandrew@rsno.org.uk.