



Photo / Video Production Specialist

Location: Tulsa, OK (Hybrid – local travel required)

Salary: \$50,000–\$70,000 annually (based on experience)

Type: Full-Time / Contract To Hire

About VARIABLE

VARIABLE is a full-service marketing agency that helps brands grow through strategy, creative, and execution. We partner with companies across industries—from manufacturing and healthcare to QSR and professional services—to tell better stories, generate demand, and build brands that last.

We don't believe in siloed creatives or "just do the task" roles. We believe in ownership, accountability, and people who take pride in delivering excellent work—for clients and teammates alike.

Role Overview

We're looking for a **Photo / Video Production Specialist** who lives and breathes storytelling from start to finish. This role is responsible for planning, proposing, shooting, editing, finalizing, and the operations—with a relentless focus on quality and excellence.

You'll work closely with strategy, creative, and account teams to turn business objectives into measurable results. This is a hands-on role for someone who **understands both the art and science of storytelling**.



Key Responsibilities

Production Leadership

- Lead and manage the agency's photo and video production department
- Maintain production schedules and coordinate shoots
- Develop and improve production workflows and processes
- Ensure projects are delivered on time and on budget
- Manage and maintain production equipment and studio assets

Photography

- Capture professional photography for:
 - Corporate branding
 - Commercial campaigns
 - Products
 - Industrial environments
 - Manufacturing facilities
 - Events
 - Team and executive portraits

Videography

- Plan, shoot, and direct video productions
- Operate professional camera, audio, and lighting equipment
- Conduct and film interviews
- Capture b-roll and storytelling footage
- Manage multi-camera productions when necessary

Post-Production

- Edit videos for:
 - Social media
 - Commercials
 - Brand storytelling
 - Recruitment campaigns
 - Product launches
 - Testimonial videos
- Color correction and grading
- Audio cleanup and mixing
- Motion graphics integration
- Final export and delivery



Client Communication

- Participate in client meetings when production expertise is needed
- Present concepts and creative recommendations
- Guide clients through production processes
- Maintain professionalism on all shoots

Creative Collaboration

- Work with strategists and account managers to understand campaign goals
- Help develop shot lists and creative concepts
- Collaborate with designers and digital marketers to maximize content performance

Required Qualifications

- 5+ years of professional photography and videography experience
- Strong portfolio demonstrating commercial work
- Advanced proficiency in:
 - Adobe Premiere Pro
 - Adobe Lightroom
 - Adobe Photoshop
- Experience operating professional:
 - Cameras
 - Lighting systems
 - Audio equipment
 - Drones (preferred)
- Strong understanding of composition, lighting, storytelling, and editing
- Ability to manage multiple projects simultaneously
- Excellent organizational and communication skills

Preferred Qualifications

- Agency experience
- Part 107 Drone License
- Adobe After Effects proficiency
- 3D animation experience
- Motion graphics experience
- Experience managing freelance crews
- Experience producing content for social media advertising
- Experience in industrial, manufacturing, construction, or B2B environments



What Success Looks Like

Within the first year, this person will:

- Own all photo and video production operations
- Improve production efficiency and turnaround times
- Deliver consistently high-quality creative work
- Create scalable production systems and standards
- Build trust with clients and internal teams
- Help increase the agency's content production capacity

Soft Skills That Matter

- Analytical thinker with a test-and-learn mindset
- Proactive problem solver
- Strong communicator (written and verbal)
- Comfortable owning results and being accountable
- Curious about new formats, and trends

Compensation & Benefits

- Salary range: **\$50,000–\$70,000**, based on experience.
- Paid time off and holidays.
- Growth opportunities within a fast-growing agency.
- Opportunity to work on a wide range of brands and industries.
- A collaborative, creative, and accountable team culture.

Why You'll Love Working at VARIABLE

- You're trusted to own your work—not micromanaged.
- You'll work directly with clients and see your strategic impact.
- No boring, repetitive projects—every client is different.
- You'll be part of a team that values growth, accountability, and quality.

