



Gorilla is a full service, end-to-end post production facility delivering hundreds of hours of content across all genres to UK and International Broadcasters, Streamers and Studios.

With 100 employees and 30,000sq ft of Post Production facilities, Gorilla is Wales' largest post production company. Established in 1999 Gorilla has its main HQ in Cardiff Bay, a second City Centre facility in Cardiff and a recently built facility in Bristol.

We are looking for a Head of Technology with extensive in-depth knowledge and professional experience of post production technology and systems.

## **HEAD OF TECHNOLOGY – POST PRODUCTION, (CARDIFF / BRISTOL)**

As our Head of Technology, you will play a critical role in shaping and executing our technology strategy to support our mission and drive future growth. This is a senior leadership position, responsible for fostering innovation, maintaining a secure and resilient technology infrastructure, and aligning technical initiatives with business objectives. You will be expected to inspire teams; manage strategic technology partnerships; and help us fully leverage the power of technology across the business. You will oversee the management of all technical aspects of Post Production projects and teams and advise on all aspects of technical and creative delivery including outside broadcast and live events.

We are seeking a collaborative leader with deep technical expertise, an extensive proven experience of post-production and associated workflows, systems, kit and equipment including HDR colour pipelines and line management. Also required is a thorough proven knowledge, understanding and experience of IT infrastructure, IT Management, Cyber Security and Content Security along with proven experience of working at a supervisory or management level within a Post Production facility.

To apply please send your CV, a covering letter, your salary expectations and availability to [jobs@gorillagroup.tv](mailto:jobs@gorillagroup.tv)

The closing time/date for applications is 6pm on Monday 14<sup>th</sup> July 2025

Having diverse talents and being a company where colleagues feel included is crucial to us. We try to embed an inclusive mindset in everything we do.

We're happy to discuss any additional support you may need during our application process and so we encourage you to get in touch with us if you require any additional support.

Full job descriptions and further information can be found below and on <https://gorillagroup.tv/en/careers/>

## **JOB DESCRIPTION:**

**Role:** HEAD OF TECHNOLOGY – POST PRODUCTION  
**Reports To:** MANAGING DIRECTOR  
**Direct Reports:** OPERATIONS MANAGER, DATA MANAGER, STUDIO MANAGER, IT MANAGER, TECHNICAL OPERATIONS MANAGER, WORKFLOW MANAGER.

### **Main Purposes of the Role:**

To work with the Gorilla senior management team to lead and develop the Post Production facilities operation, ensuring the highest standards of service and delivery to clients.

### **Person Specification:**

- To have a thorough proven knowledge, understanding and experience of IT infrastructure, IT Management, Cyber Security and Content Security.
- To have a thorough proven knowledge, understanding and experience of the Post Production process and operation as well as Post Production workflows, kit and equipment including HDR colour pipelines.
- To have experience of working at a supervisory or management level within a Post Production facility with a proven ability to be a strong and motivational leader.
- To possess demonstrable ability to offer technical advice on complex post production issues, adapting the style to suit the audience.
- To possess a commercial awareness with the understanding of how to maximise revenues and profits.
- To possess a thorough and proven knowledge of Microsoft Outlook/Office and other relevant software and applications
- To possess excellent organisational skills with a track record of delivery.
- To have experience of working in a fast moving and highly creative environment with the flexibility and resilience to successfully adapt to constantly changing situations.
- To have a sound knowledge and proven understanding of all relevant health and safety legislation.

## **Key Responsibilities:**

### **Technology Strategy & Leadership**

- Lead innovation by evaluating and adopting emerging technologies.
- Propose future technology investments, supporting business case development and scoping justifications as needed.
- Provide technical guidance to executive leadership and act as the principal technology authority within the organisation providing recommendations for improvement.
- Responsibility for annual Capital Expenditure budget.

### **Post-Production Workflow Design & Optimisation**

- Architect and maintain efficient end-to-end workflows for offline/online editing, colour grading, VFX, audio post, and mastering.
- Process excellent technical knowledge of Post Production workflows specifically within Avid Media Composer, Filmlight Baselight, Avid Pro Tools and Da Vinci Resolve environments.
- Continuously review operational performance and technical capabilities, providing recommendations for improvement.

### **Infrastructure & Systems Oversight**

- Manage the design, deployment, and maintenance of core post-production systems.
- Ensure high availability, redundancy, and performance of critical systems.
- Oversee software environments, license management, and patch/version control.

### **IT Operations & Cybersecurity**

- Lead IT operations, including user account management, authentication systems, backup solutions, and endpoint security.
- Implement and monitor cybersecurity protocols and ensure compliance with industry standards.
- Coordinate IT support for both local and remote staff, ensuring seamless system access and uptime.

### **Technical Operations & Support**

- Lead technical support teams in providing frontline assistance to editors, colourists, mixers, and producers.
- Oversight of Studio and Gallery operations.
- Track and resolve recurring technical issues and implement preventative solutions.
- Attend and contribute to technical planning meetings.

## **Security, Compliance & Content Protection**

- Enforce content protection policies across local and cloud environments.
- Coordinate with legal and compliance teams to ensure all systems and workflows meet regulatory and client-mandated standards.
- Conduct regular audits and risk assessments to safeguard sensitive material.
- Oversight of building compliance inc. utilities contracts, door systems, electrical testing, fire risk assessments.

## **Budgeting & Vendor Management**

- Manage technology budgets, forecasting capital and operational expenses across infrastructure, software, and personnel.
- Research and propose future technology investments and innovative ways of working, supporting business case development and scoping justifications as needed.
- Lead procurement, negotiation, and relationship management with technology vendors and service providers.
- Identify cost-saving opportunities through workflow automation, or strategic partnerships.

## **Management**

- Proving strong and effective management, leadership and development to the teams.
- Ensuring the high performance of direct reports ensuring that annual reviews are undertaken, objectives agreed and performance monitored.
- Supporting direct reports to drive their own development.
- Work with the Operation Managers in ensuring the Machine Room operation works effectively in delivering the highest standards and efficiencies.
- Work with the Data Manager in ensuring all data storage systems (on-premise and cloud) are operated with optimal efficiency, but ensuring client data integrity with archiving, backup and replication.
- Act as the bridge between creative, production, technical, and IT teams.
- Collaborate on planning for new productions, upgrades, and technical deployments.
- Assisting with and, where necessary, leading recruitment processes.
- Growing, developing and maintaining strong professional relationships with all clients, key contacts and stakeholders of Gorilla;

**Please note that the above lists are not exhaustive and you may be required to proactively undertake additional projects, tasks or duties of a similar responsibility level as and when required.**