

Roles and Expectations

Outlines below are the different roles in the music team and the expectations bound to that role:

A) Music Scout

searches	normal projects (i.e. clear brief, little to no creative leeway desired by client)	together with supervisor and/or music team member
	challenging projects (e.g. "next big hit", open brief, lot of creative input expected by the client)	together with supervisor and/or music team member
clearances	easy clearances (one-stop or few licensing parties, non-major, quick clearance)	handles these 100% independently
	challenging clearances (lots of approval/licensing parties, major involvement)	together with supervisor and/or music team member
placements		
additional tasks		
growth tasks		successful placement of songs independent handling of searches

B) Music Researcher

A Music Researcher has to meet the expectations of the Music Scout role in full (including meeting its growth tasks on a regular basis).

searches	normal projects (i.e. clear brief, little to no creative leeway desired by client)	handles these 100% independently. Independently means to be responsible for * setting the brief * structuring * planning * time management * solving problems/ overcoming obstacles * execution * results
	challenging projects (e.g. "next big hit", open brief, lot of creative input expected by the client)	together with supervisor
clearances	easy clearances (one-stop or few licensing parties, non-major, quick clearance)	handles these 100% independently
	challenging clearances (lots of approval/licensing parties, major involvement)	handles these 100% independently
placements		regular placements through searches/clearances

additional tasks		
growth tasks		excel in challenging projects identifying and sharing music trends

C) Music Strategist

A Music Strategist has to meet the expectations of the Music Researcher role in full (including meeting its growth tasks on a regular basis).

searches	normal projects (i.e. clear brief, little to no creative leeway desired by client)	handles these 100% independently. Independently means to be responsible for * setting the brief * structuring * planning * time management * solving problems/ overcoming obstacles * execution * results
	challenging projects (e.g. "next big hit", open brief, lot of creative input expected by the client)	handles these 100% independently
clearances	easy clearances (one-stop or few licensing parties, non-major, quick clearance)	handles these 100% independently
	challenging clearances (lots of approval/licensing parties, major involvement)	handles these 100% independently
placements		regular placements through searches/clearances
additional tasks		development of new services/skills that can be sold to clients (by e.g. solving client problems or finding new/better ways to solve client problems)
growth tasks		growing market share of company

D) Head of Music

A Head of Music has to meet the expectations of the Music Strategist role in full (including meeting its growth tasks on a regular basis).

searches	normal projects (i.e. clear brief, little to no creative leeway desired by client)	handles these 100% independently
	challenging projects (e.g. "next big hit", open brief, lot of creative input expected by the client)	handles these 100% independently
clearances	easy clearances (one-stop or few licensing parties, non-major, quick clearance)	handles these 100% independently
	challenging clearances (lots of approval/licensing parties, major involvement)	handles these 100% independently
placements		regular placements through searches/clearances
additional tasks		music team strategy team management team motivation
growth tasks		growing market share of company optimisation of team resources

		improvement of team processes improvement of team output
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