

GENERATOR



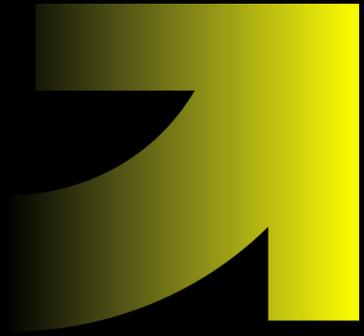
# BLACK MUSIC INCUB- BATOR

**Recruitment Pack:**

**WARNER MUSIC UK X GENERATOR:  
MUSIC INDUSTRY INTERNSHIP**



# CONTENTS.



- 3**      Introduction
- 4**      Why we are doing this?
- 5**      Role Overview
- 6**      Job Description
- 7**      How to Apply
- 8**      About Warner
- 9**      About Generator

# INTRODUCTION

Warner UK and longstanding regional talent development agency Generator have combined forces to create a landmark development opportunity in the North East. Alongside other industry development initiatives, this will be the catalyst for establishing music industry infrastructure in the region, to support and develop aspiring recording artists and music industry executives.

As an aspiring black music professional, you will bring a passion for music and the creative industries. Based in Newcastle Upon-Tyne or Hartlepool, you will work across Warner Music UK and Generator to develop your skills and support the North East's creatives. You will spend time at Warner Music UK's HQ in London, for 4 days per month across the duration of the internship, learning from multiple industry leaders. Day to day you will work on Generator's programmes - developing local talent, attending events, and supporting the team with social media activations.

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# WHY WE ARE DOING THIS?

We have ringfenced this role to directly address the clear and evidenced barriers faced by aspiring black music professionals in the North East, and to ensure that meaningful opportunities are not just discussed, but delivered. Research such as Youth Music's Sound of the Next Generation report highlights that young people in the North East feel among the least supported in England when pursuing music careers, while those from Global Majority backgrounds are more likely to perceive inequalities as they progress.

Building on the success of our Liverpool Black Music Incubator project and in light of Newcastle hosting the MOBO Awards last year, this internship forms part of a tangible response to this: creating sustainable pathways into the industry through paid experience, regional development and direct access.

By ringfencing the role, Generator and Warner Music UK are intentionally investing in Black talent, tackling underrepresentation at its roots, and demonstrating that partnerships can unlock long-term change for the UK music industry.



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# ROLE OVERVIEW

## Warner Music UK x Generator: Music Industry Internship

Generator is dedicated to amplifying Black music and empowering Black creatives in the North East to access opportunities, networks, and sustainable careers in the music industry.

Warner Music UK and Generator have joined forces to offer an incredible paid internship for aspiring Black music professionals in the North East. Based in Newcastle or Hartlepool, you'll support Generator's programmes, helping to develop local talent, assist at events, and support on social media. You'll also spend 4 days per month at Warner Music UK's HQ in London, gaining experience and insight into how a major label operates with industry leaders.

<b>JOB TITLE:</b>	Music Industry Internship
<b>WORKING HOURS:</b>	32 per week / 4 days
<b>SALARY:</b>	£26,228 pro rata (£20,982)
<b>START DATE:</b>	April 2026
<b>DURATION</b>	6 months
<b>LOCATION:</b>	We have offices in Newcastle and Hartlepool, and are open to the primary working location being in either (with monthly travel to London).
<b>ELIGIBILITY:</b>	You identify as Black or as someone of Black heritage.

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# WHAT YOU'LL DO



## Be Creative

- Help identify and develop regional talent
- Help plan and create social media content

## Be Organised

- Support delivery of Generator projects and marketing campaigns
- Manage assets, budgets, invoices, and scheduling
- Assist with administrative tasks

## Be Willing to Learn

- Develop skills in tools like Adobe Photoshop, Canva, TikTok, Instagram Reels, SoundCloud, and MS Office

## Be Flexible

- Attend and support events and workshops
- Assist with artist/speaker logistics and ad-hoc duties

# WHAT YOU'LL GAIN

- Insight into how a major label operates
- 1:1 meetings from Warner Music professionals
- Exposure to multiple Warner departments
- Experience across Generator's programme and marketing teams
- Mentoring from a regional Black Music Industry professional
- Valuable connections across the music industry

# ABOUT YOU

- Passionate about music and creative industries
- Curious about social media, streaming, and modern music culture
- Confident communicator and relationship builder
- Organised, adaptable, and eager to learn
- A collaborative team player with initiative

# HOW TO APPLY

Send a cover letter (max 300 words) or a short video/audio clip (max 2 minutes) to [recruitment@generator.org.uk](mailto:recruitment@generator.org.uk)

Subject line: “Warner Internship”

Tell us: Who you are and why you’re the best fit for this opportunity.

**Deadline:** March 15<sup>th</sup>, 23:59

**Interviews:** Week commencing March 23<sup>rd</sup> at Generator’s Newcastle office

**Info Session:** Join us on March 10<sup>th</sup> 6–8pm at Generator’s office (no booking needed). Questions? Email [chyaro@generator.org.uk](mailto:chyaro@generator.org.uk)

# ABOUT WARNER MUSIC GROUP



As the home to Asylum, Atlantic, East West, Elektra, FFRR, Fueled by Ramen, Nonesuch, Parlophone, Rhino, Roadrunner, Sire, Warner Records, Warner Classics, and several other of the world's premier recording labels, Warner Music Group champions emerging artists and global superstars alike. And our renowned publishing company, Warner Chappell Music, represents genre-spanning songwriters and producers through a catalogue of more than one million copyrights worldwide.

Redefining what it means to be a music company in the 21st century, our consumer brands include trend-setters like UPROXX, Songkick, HipHopDX, and EMP. We're the home to WMX – the next generation services division that connects artists with fans and amplifies brands in creative, immersive, and engaging ways – and Alternative Distribution Alliance (ADA) – the ground-breaking global distribution company for independent artists and labels.

Together, we are **Warner Music Group:**  
**Music With Vision & Voice.**



# ABOUT GENERATOR

GENERATOR

Generator is the North's leading music development organisation. Since 1991, we've been breaking barriers, building careers, and pushing boundaries. We don't just talk about the future - we create it. From grassroots scenes to global stages, we make sure talent from the North is heard, seen, and taken seriously on the world stage.

Working at Generator means being part of a small, ambitious team shaping the future of music and culture in the North. We're creative, collaborative, and driven by the belief that what we do makes a real difference.

From supporting new talent to delivering major events, every day is varied and full of purpose. If you're passionate about music, brimming with ideas, and ready to help us make change happen you'll feel right at home here.

**“AT GENERATOR, WE BELIEVE TALENT IS EVERYWHERE - AND WE'RE DETERMINED TO MAKE SURE OPPORTUNITY IS TOO. WE'RE BUILDING A TEAM THAT'S NOT ONLY CREATIVE AND DRIVEN, BUT FEARLESS IN LEADING CHANGE FOR THE NORTH'S MUSIC AND CREATIVE INDUSTRIES.”**

Mick Ross, CEO

# THE VALUES

**INTEGRITY  
IS NON-  
NEGOTIABLE**

We're straight-talking, transparent, and committed to building a fairer, more accessible industry. We stand for inclusion, respect, and backing talent based on vision and drive - not background or connections.

GENERATOR

**THE  
FUTURE  
BELONGS  
TO THOSE  
WHO  
THINK  
DIFFER  
ENTLY**

We champion new ideas, embrace diverse voices, and push boundaries to shape what's next for music, culture, and creative business in the North.

GENERATOR

**WE DON'T  
WAIT FOR  
CHANGE**

**WE  
MAKE  
IT**

Bold ideas, bold action, bold results. We take risks, challenge the status quo, and push the industry forward, ensuring the North leads, not follows.

GENERATOR

**PEOPLE  
ARE  
AT THE  
HEART  
OF  
EVERY  
THING  
WE DO**

We invest in talent, nurture teams, and create real opportunities. By bringing the right people together, we build something bigger than ourselves - stronger businesses, stronger communities, and a stronger industry.

GENERATOR

# WE LIVE BY