



Theatre Technician, Sound & Lighting

About Sadler's Wells

Sadler's Wells is a world-leading creative organisation, dedicated to presenting, producing and touring dance made today in all its forms. Sadler's Wells commissions, presents and produces more dance than any other theatre in the world – from tango to hip hop, ballet to flamenco, Bollywood to cutting-edge contemporary dance. With an innovative, year-round programme of performances and learning activities, this is the place where artists come together to create dance, and where we welcome everyone to experience dance and be inspired.

Our aim is to reflect and respond to the world through dance: enabling artists of all backgrounds to create dance that moves us and opens our minds; sharing those experiences with the widest possible audiences to enrich their lives and deepen their understanding of what it means to be human.

Over half a million people come to our theatres in London each year, with many more enjoying our touring productions at partner venues across the UK and in cities around the world. Sadler's Wells Theatre has been located in Islington since the 17th century. Our modern day theatre comprises a main auditorium (1,500 seats); the Lilian Baylis Studio (180 seats); three rehearsal studios; bars, a café, facilities for private and corporate entertaining and offices for Sadler's Wells' staff.

Our second theatre building and West End home, the Peacock (1,000 seats), is subject to a unique agreement whereby Sadler's Wells and the London School of Economics jointly manage it, with the LSE presenting its lectures to students during the day and Sadler's Wells presenting theatre at night.

Future Plans

Plans are underway for the development of a fourth venue in east London's Queen Elizabeth Olympic Park. Sadler's Wells' new space will be located on the Stratford Waterfront site, opposite the London Aquatics Centre, alongside UAL's London College of Fashion and the V&A Museum. The site will form part of a new cultural and education district, which will also include a major new University College London (UCL) campus and have direct links to the creative communities already based in east London.

Sadler's Wells' new space will house a 550-seat mid-scale theatre, as well as facilities for a choreographic centre and a hip hop academy, all planned to open at the end of 2022.

The Department

The Technical department is led by the Director of Technical and Production with Technical Managers for Sadler's Wells and Peacock Theatres, each of whom manage a team of permanent staff and casual staff.

The Sadler's Wells Technical Manager is supported by senior staff including the Head of Sound and Head of Lighting, and their teams.

This role requires primary skills in Sound. A good level of Lighting skills and experience are also necessary (as the 2 teams will support one another) but training will be available for the successful applicant who lacks the appropriate level of skills.

Key Responsibilities

- Assist in the preparation and running of productions, ensuring that all technical requirements are met in a safe and professional manner.
- Maintain a high standard of production values at all times.
- Assist the Heads of Sound and Lighting on show pre-production and maintenance tasks as required.
- Maintain a positive and proactive approach to the shows and to visiting company requirements and requests.
- To supervise the work of casual staff.
- Promote and maintain a positive approach to Health & Safety and safe working methods at all times.
- Carry out any duties as may be required by the Director of Technical and Production or Technical Manager.

Other Duties

- Attend occasional staff meetings, training sessions and other events which may take place outside normal working hours
- At all times to carry out duties and responsibilities with regard to Sadler's Wells' Equality, Diversity and Inclusion, and Health and Safety Policies. This may include providing assistance with evacuation procedures or building searches in the event of an emergency at any of Sadler's Wells' premises

- Ensure that the Trust complies with Health & Safety and local authority licensing legislation.
- Support the Trust's Sustainability Policy and the delivery of the Sustainability Action Plan.

THIS JOB DESCRIPTION IS A GUIDE TO THE NATURE OF THE WORK REQUIRED OF THIS POSITION. IT IS NEITHER WHOLLY COMPREHENSIVE NOR RESTRICTIVE AND DOES NOT FORM PART OF THE CONTRACT OF EMPLOYMENT.

What we are looking for

The principle responsibility of all Theatre Technicians is to assist in the preparation and running of productions, ensuring that all technical requirements are met in a safe and professional manner, and ensuring a high standard of technical operation at all times.

The applicant should be a flexible, practical person with excellent technical skills and experience in professional technical theatre work. The applicant should be calm under pressure, a good problem solver and be able to work well as part of a team. The applicant should be self-motivated and be confident in a wide range of technical theatre and stage skills. Understanding and experience of counterweight flying is essential.

Sadler's Wells is a receiving theatre with very varied seasons, including both artistic and commercial activities, and presents work in three venues; Sadler's Wells Theatre (1,500 seats), The Peacock (1,000 seats) and the Lilian Baylis Studio (180 seats). This position is based at Sadler's Wells.

Applicants need to have a flexible approach to working patterns and ideally will have experience of working with either receiving theatre or touring companies. All technical staff are expected to have the general skills appropriate to the demands of a large theatre with a varied programme.

Please find below the criteria and core behaviours required to undertake this post.

These key skills and core behaviours will be used in the decision making process for recruitment. Please give examples of how you have exhibited these behaviours in your previous role(s). You should address these on the application form and in your covering letter.

Be as specific as possible, try to provide evidence (by example where possible) of skills, knowledge and experience.

Essential Criteria

(please refer to Sadler's Wells Skills Assessments)

Substantial experience of stage/theatre work to include:

- Experience of working with large-scale productions
- Experience of working with touring companies and / or venues
- Good knowledge of health and safety issues and safe working practice
- Skills and experience to 'intermediate' level in digital mixers and infrastructure (Such as Dante, Madi, AES or other AoIP applications)
- Experience of audio engineering on medium to large scale productions
- Knowledge, skills and experience to 'standard' level in lighting
- Excellent computer & networking skills.
- Flexible attitude and able to work as part of a team
- Ability to communicate effectively and politely with co-workers

Desirable Criteria

(Please refer to Sadler's Wells Skills Assessments)

- Experience of supervising staff and of team leadership
- Proficiency in AutoCAD or similar design software
- Knowledge, skills and experience to 'advanced' level in sound
- Knowledge, skills and experience to 'intermediate' level in lighting

Core Behaviours

Communication and Relationships:

- Treats people with respect
- Maintains good working relationships and coordinates work with others
- Communicates effectively and shares relevant information, ideas and resources
- Responds positively to instructions and procedures
- Offers assistance to colleagues under significant pressure or stress
- Helps set a tone of cooperation throughout the team

Motivation and Commitment:

- Is committed to doing the best job possible
- Adapts well to changing priorities and deadlines
- Demonstrates a disciplined approach to work
- Actively seeks out and undertakes additional responsibilities
- Identifies and takes opportunities to learn and develop beyond own role requirements

Accountability:

- Takes responsibility for own actions and decision making
- Manages time and workload effectively to maintain high standards under pressure
- Plans work and carries out tasks without detailed supervision
- Takes personal responsibility for safety of self and others

Terms and conditions

Sadler's Wells is a receiving theatre with different patterns of working to other London theatres. Terms and conditions of employment are subject to a House Agreement with BECTU.

Rates of pay for Theatre Technicians are determined by level of skill, according to the Sadler's Wells competency scheme (*please refer to Sadler's Wells Skills Assessments*). The basic salary is at £13.16 per hour plus overtime, get-out payments, and benefits, skills bonuses will also be applied to the salary after the 3 months' probation.

Working hours are 40 hours per week, including paid meal breaks where scheduled. Working days can be any day of the week, days off will be scheduled appropriately in accordance with the changing requirements of the department and productions.

For staff who can demonstrate additional skills, training or experience recognised by the skill assessment scheme, a premium payment will be made of £18.71 per week for each additional skill (at 100% or pro rata). This will apply whether employees bring these additional skills with them or acquire them whilst working at Sadler's Wells as a result of training or experience gained. You will be assessed for these skills on successful completion of your probationary period.

Annual leave entitlement is 5 weeks for each Holiday Year. If you complete five years' service with the Trust, your holiday entitlement will increase to 5.6 weeks per annum

If you are an eligible job holder, you will be automatically enrolled into Sadler's Wells Trust Ltd. pension scheme

The company also offers:

- Employee Assistance Programme (EAP) – Free confidential support service.
- Season Ticket Advance – Interest free loan to purchase a home to work travel ticket.
- Cycle to Work Scheme.
- Death in Service Benefit – Equivalent to twice your annual salary.
- Staff discount at Garden Court Café.
- Discounted performance tickets (subject to availability).

Making an application

A Job Description and Person Specification are included in this document. Read this carefully and if you are still interested in applying for the position shown above, please complete the online application form.

Further guidance on completing your application form can be found via the link below

[Applying for vacancies at Sadler's Wells](#)

Please submit the online application form by 11.59pm on Thursday 5 September 2019. Late applications will not be considered.

Interviews will take place on the week commencing Monday 16 September 2019.

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