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Sadler's Wells

**Theatre Technician (Sound bias with  
secondary Lighting skills)**



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## Welcome

*Thank you for your interest in joining Sadler's Wells. We hope that it will be a great opportunity for you in your own career.*

Sadler's Wells holds fast today to the vision that Lilian Baylis instilled here almost a century ago: that great art should belong to everybody. Our mission is to make and create dance that inspires us all, and our vision is to create, through dance, a depth of connection beyond borders, cultures and languages, so we see ourselves in each other.

When artists and audiences talk about Sadler's Wells, they use the words: 'innovative, exciting and risk-taking'. Trying new things is part of our core purpose, and it's more important today than it has ever been.

This is an exciting and complex time in the theatre's history as we recover from the impact the coronavirus pandemic has had on our business model and work towards opening a fourth venue in Queen Elizabeth Olympic Park in east London in 2023.

This role offers you the opportunity to bring your ideas, passion, knowledge and experience to Sadler's Wells. In return, the successful candidate will be part of a strong and supportive team in a world class arts organisation.



## Background Information

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.

In normal times, 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' colleagues.

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 theatre academy, all planned to open by the end of 2023.

## Artistic Programme

The artistic programme encompasses not only productions and presentations but also all of our artist development, learning and participation and touring programmes. The vision is led by the Artistic Director and Chief Executive through the Artistic Programming Board which includes the Executive Producer, Director of Artistic Programme, Artistic Programmer and Artist Development, Director of Learning and Engagement and General Manager of Breakin' Convention.



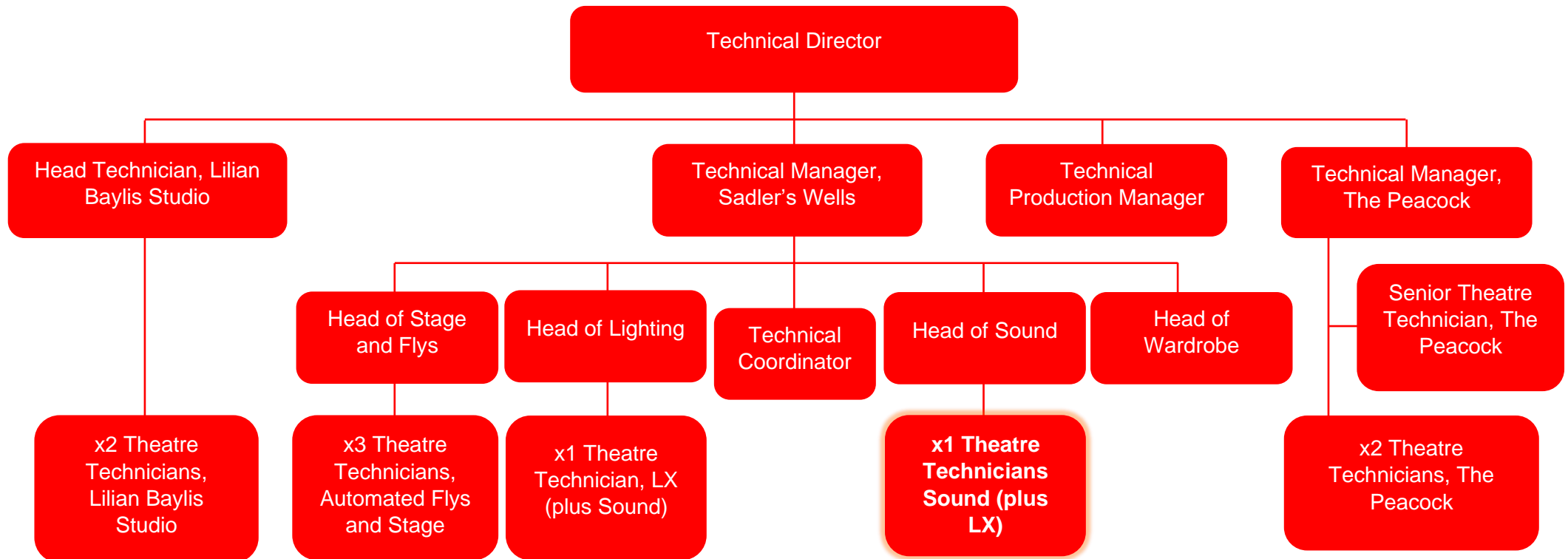
## The Department

The Technical department is led by the Technical Director with Technical Managers for Sadler's Wells and Peacock Theatres, each of whom manage a team of permanent 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 preferred, as the two teams will support one another. However, lightning training will be available for the successful applicant, should their level of skills needing to be levelled up.

### The Technical department:



# What are my responsibilities?

The principle responsibility of a Theatre Technician 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.

## Operations

- Assist in the preparation and running of productions, ensuring that all technical requirements are met in a safe and professional manner
- Always maintain a high standard of production values

## Collaboration

- Carry out any duties as may be required by the Technical Director and Production or Technical Manager
- Maintain a positive and proactive approach to the shows and to visiting company requirements and requests

## Efficiency & Effectiveness

- Always promote and maintain a positive approach to Health & Safety and safe working methods

- 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
- Maximise income and minimize expenditure without loss of quality in all areas of responsibility

## General

- 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' premise

*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.*

## Who should apply?

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 lighting skills. An understanding and experience of counterweight flying is desirable.

Sadler's Wells and The Peacock are receiving theatres 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 repertory 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 skills and experience requirements to undertake this post.

These essential and desirable criteria 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.

### Skills and Experience

*(Please refer to enclosed information about Sadler's Wells Technical Skills Assessments [\[Page 9\]](#))*

#### Essential:

- Experience of working with large-scale productions
- Experience of working with touring companies and / or venue
- 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 and networking skills.
- Flexible attitude and able to work as part of a team
- Ability to communicate effectively and politely with co-workers

#### Additional, but not essential:

- Experience of working with large-scale dance, ballet or opera
- Proficiency in AutoCAD or similar design software
- Knowledge, skills and experience to 'intermediate' level in sound
- Knowledge, skills and experience to 'standard' level in media
- Good understanding of cross industry equipment ranges, brands and manufacturers.
- Knowledge and experience to 'standard' level in AV / Video and media practice. video projector setups, and Qlab operation.
- Understanding of audio system positioning and rigging configurations.
- Knowledge of array and system simulation software such as Array Calc, Soundvision etc

## Making an application

A Job Description and Person Specification are included in this document. If after reading you are still interested in applying, please find further details and information on how to [here](#).

If you would like support or have any queries regarding the format or submission of the application, please contact us on [recruitment@sadlerswells.com](mailto:recruitment@sadlerswells.com).

We welcome applications from people from all backgrounds who feel they align with our mission, vision and values. We are international and multicultural on our stages, and we want to reflect that in our organisation. By celebrating difference and incorporating diverse points of view and experiences, we can become closer to our artists, audiences and the communities we serve.

We are proud to be a Disability Confident employer meaning we have been certified by the government as actively taking steps to attract, recruit and retain disabled workers. We understand that some disabled colleagues will need adjustments to help them perform to the best of their ability – these can be changes to the built environment and furniture, the tools and technology they use in doing their job, aspects of the role, ongoing support or working arrangements.

Sadler's Wells also works collaboratively with Parents in Performing Arts (PiPA) in efforts to support parents and carers within the industry.

**We welcome all applications by 11.59pm GMT on Sunday 5 June 2022. Interviews will take place on 16 June 2022.**



Sadler's Wells Theatre © Philip Vile



# Sadler's Wells Technical Skills Assessment

## Lighting

### Standard (0.5)

- Reading a lighting plan
- Colour and accessories selection
- Rigging lanterns with accessories, and plugging according to the plan
- Focusing
- Lantern and practical wiring
- PAT testing and maintenance

### Intermediate (0.5)

- Followspot operation
- Basic desk operation
- Lighting rig pre-show checks
- Special effects

### Advanced (1.0)

- Interpreting artistic requirements
- Troubleshooting and system failure workarounds
- Drawing lighting plans with circuits, equipment, and accessories
- Lighting design skills
- First line maintenance of moving lights and scrollers
- Advance operation of lighting desk (plotting/patching/attributes)
- Operation and replotting of architectural lighting systems
- Networking architectural and/or lighting systems
- Specifying and ordering hire and sales equipment and handling returns
- Electrical theory for loading circuits, dimmers, and main supplies
- Risk assessments

## Sound

### Standard (0.5)

- Reading sound plans and plots
- Identifying and rigging equipment
- Show communications - hard wired
- Rigging cue light systems
- Knowledge and use of microphones for artists and musicians
- Rigging radio microphones

### Intermediate (0.5)

- Show communications - radio
- Operating radio microphones and wardrobe/artist co-ordination
- Interpreting artistic requirements
- Plotting and operation of house consoles
- Specifying and ordering hire and sales equipment and handling returns
- Show relay, loop, infra-red systems etc.
- Testing sound, radio, mics, cue lights and comms pre-performance
- Digital desk programming and operation
- Digital signal processing operation

### Advanced (1.0)

- Microphone selection
- Interfacing house and visiting company equipment
- First line maintenance
- Digital signal processing set-up and networking
- Complex mixing console operation (knowledge of multiple desks)
- Electronics theory for equipment selection, plugging, patching, and connectivity
- Relevant H&S standards
- Risk assessments

## Media

### Standard (0.5)

- Set-up and operation of projectors and laptops
- Rigging and operating of all Sadler's Wells AV equipment
- Testing AV rig pre-show
- Interpreting event/client requirement and able to offer solutions
- Specifying and handling hires and sales equipment and returns

### Advanced (1.0)

- PowerPoint (or similar) software knowledge, including presentation planning and creation
- Knowledge of video operating systems (e.g., catalyst, Qlab)
- Vision mixing and editing
- Appropriate hardware and software selection, including troubleshooting and workarounds
- Integration with other departments (sound feeds, blackout shutter)
- First line maintenance
- Electrical theory for avoiding signal interference, loading circuits and mains supplies
- Relevant H&S standards
- Risk assessments

## Heavy Rigging

### Standard (0.5)

- Specifying and installing customised rigging (other than Sadler's bars and hoists)
- Knowledge of relevant regulations
- Rigging static and moving loads of one tonne and above
- Knowledge of lifting accessories: spansets, steels, roundslings, shackles etc.

### Advanced (0.5)

- Accredited & comprehensive heavy rigging training
- Knowledge and use of structures: beams, truss, scenery and ground support
- Thorough inspection, examination and testing of equipment, and record keeping
- Use of chain blocks and motors, accreditation of use (e.g. lodestars)
- Risk assessments

## Flying

### Standard (0.5)

- Loading and rigging
- Brailing & breasting bars
- Spot lines – fixed and running
- Knowledge (and understanding correct application) of all key knots
- Basic show operation
- Knowledge of safe working practice
- Experience of Hemp and Single/Double purchase counterweight flying

### Advance Manual (1.0)

- Interpreting artistic requirements
- Preparing hanging plot for manual flying from visiting company information
- Creating show flying plots
- Maintenance of flying equipment
- Load and lifting H&S standards
- Risk assessments

### Advanced Automated (0.5)

- Preparing hanging plot for power flying from visiting company information
- Repositioning mechanized grid equipment – beams and pulleys
- Nomad (or similar) programming, plotting and operation
- Specialist cleaning, first line maintenance and diagnostics
- Trouble shooting and system failure workarounds

## Stage / Carpentry

### Standard (0.5)

- Carpentry: able to use hand and power tools, able to construct basic scenic elements from plans e.g. rostra and steps
- Plans: able to read and implement stage plans accurately, including setting scenic and technical elements
- Soft goods: repairs to gauzes, cloths and drapes

- Orchestra pit: operation and first line maintenance and cleaning of pit elevators, motor pit, and seating rostra

### Advanced (0.5)

- Stage: House stage management duties, able to lead stage get-ins and get-outs
- Shows: Leading scene changes, safe handling of scenic elements, Flys spotting, and devising show plots