

RECRUITMENT PACK



ABOUT US

The Lowry is a registered charity (No: 1053962) committed to using visual and performing arts to enrich the lives of everyone around us - and those of our staff and volunteers too.

Working together as one team, we present audiences with a diverse programme of theatre, opera, musicals, dance, music, comedy and visual art as well as events and activities to expand the horizons of audiences and artists alike.





**LS LOWRY'S
GOING TO THE MATCH**

Lowry's 'Going to the Match' is a classic example of his 'match scenes'. The painting depicts a busy street scene in Manchester, with people walking towards a football ground. The scene is filled with detail, from the architecture of the buildings to the clothing of the people. The painting is a testament to Lowry's skill in capturing the everyday life of the working class in his hometown.

At the heart of our work is a commitment to our local communities and young people. Tapping into the work on our stages and in our galleries, we offer thousands of free creative participation opportunities each year – nurturing new talent and developing creative professionals of the future.

So if that feels like something you want to be a part of.. read on!



WE'RE ON A MISSION

Vision

From the heart of Salford, we will be a leading example of how creativity enriches lives and makes our world a better place.

Mission

To inspire everyone with the confidence and freedom to engage and belong in a world of creativity.

Values

In it together

We are a team with ambitions, and we will achieve them through collaborative, respectful and ethical working practices.

Make it happen

We are focused, we are trusted, we are strong, and we deliver.

Spread the joy

We are warm and generous in our celebration and enthusiasm for a world of creativity – and all its immense possibilities.



HOW DO WE FUND OUR WORK?

As a not-for-profit organisation, and registered charity, all profit is ploughed back into our work. Whether you've bought a ticket to a performance, given an online donation, eaten in Pier Eight, bought a gift in our shop, or simply had a drink at the Tower Coffee Shop, you've helped support our charitable aims.

We receive just 6% of our income from public funds – Arts Council England and Salford City Council. The remaining income is generated from box office sales, commercial activities and fundraising. Our development team generates income from Charitable Trusts & Foundations, individual membership schemes (including Friends and Patrons) as well as from companies through our Quay Club Membership and corporate sponsorships.



ATTRACTION AND RECRUITMENT

The Lowry is committed to creating an inclusive workforce by reflecting and representing the diversity of Salford and the UK.

We want to attract the broadest range of talented people to be part of The Lowry - whether that is to work in our creative or support roles.

We particularly encourage applications from the following two people groups who are currently under-represented in our work force and in the wider performing and visual arts sector; those people who experience racism and marginalisation, including those from African, Caribbean, North African, LatinX, South Asian, East Asian and South East Asian heritage and their diasporas, those who are disabled, Deaf and neurodivergent or have long-term health conditions.

Candidates who identify as people in one or both of these groups and who demonstrate in their application that they already meet all of the essential criteria in the person specification can opt to be considered as part of The Lowry's guaranteed interview scheme. If you are invited to interview we'll ask you about any adjustments you may need, and if you are offered a role with us we will talk to you about any reasonable adjustments required to create a working environment where you will be supported to perform at your best.

To find out about any opportunities to work for The Lowry please visit our vacancies page <https://thelowry.com/about-us/jobs-volunteering/vacancies/>



STAFF BENEFITS

The role has a number of staff benefits including:

- Complimentary and discounted theatre and live event tickets
- Free car parking just a few minutes' walk from The Lowry building
- Generous annual leave entitlement and a paid day off for your birthday!
- Discounts at the bars, restaurant and gift shop located within The Lowry building



JOB DESCRIPTION

Post Title:

Department:

Reports to:


Contract Type:

Salary:


JOB PURPOSE



MAIN DUTIES AND RESPONSIBILITIES



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CRITERIA	ESSENTIAL	DESIRABLE
SKILLS / ABILITIES	<p>Skills in all theatrical disciplines primarily sound and a good working understanding of stage craft / flying / rigging / audio visual and LX.</p> <p>Administrative and organisational skills</p> <p>Ability to work in a team</p> <p>Communication skills</p> <p>Delegation skills</p>	<p>IT skills in MSWord, Excel & SharePoint.</p>
KNOWLEDGE	<p>Knowledge of health and safety legislation and practice to include CDM</p> <p>Knowledge of creating RAMS</p> <p>Knowledge of theatre principles and processes</p>	
QUALIFICATIONS, TRAINING AND EDUCATION	<p>Degree / BTECH / Diploma in sound engineering or similar.</p>	<p>Health & Safety qualification eg: IOSH</p> <p>Formal theatre qualification</p> <p>Electrical training – BS 7909</p> <p>IPAF / PASMA</p> <p>First aid training</p> <p>Rigging</p>
EXPERIENCE	<p>To have held the position of Technical Manager or similar role with a minimum of 5 years' experience in either a producing or receiving house. Experience of managing a team.</p> <p>Experience in a customer-facing environment</p>	<p>Dealing with contractors to deal with a maintenance programme.</p> <p>Managing upgrade projects.</p>
OTHER REQUIREMENTS	<p>Flexible approach</p>	<p>Driving licence</p>