

# NOTTINGHAM PLAYHOUSE

## Recruitment Pack

# TECHNICIAN (LIGHTING)

February 2025

### In this pack you will find

Introduction .....	1
About Nottingham Playhouse .....	2
Job Description .....	5
Person Specification .....	7
Terms and Conditions .....	8
Diversity, Inclusion and Access.....	9
How to Apply.....	10



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**

**NOTTINGHAM PLAYHOUSE**  
**UK'S MOST WELCOMING THEATRE**



## TECHNICIAN (LIGHTING)

We are seeking a Technician with experience of lighting equipment and operation to join Nottingham Playhouse's Lighting & Video department.

As **Technician (Lighting)**, you'll assist with all aspects of the Lighting & Video department's work, including mainstage and studio productions, tours, transfers, Participation projects, events and hires. You'll work on pre-production set up, operate shows and ensure all technical elements of each production are maintained to a high standard.

This is an exciting opportunity to join a dynamic producing theatre with a leading regional and national reputation. If you have some experience of lighting production and a proactive, self-motivated work ethic, we'd love to hear from you.

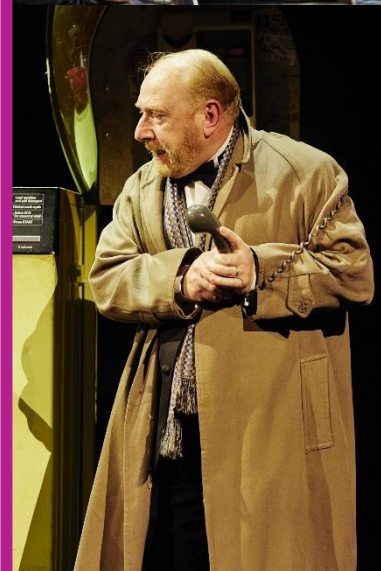
Benefits of working here include:

- A relaxed working environment with informal dress code
- Free/discounted tickets and Playhouse Pass membership
- Discounted travel and parking
- Day off on your birthday
- Cycle to Work scheme and more.

The role is offered as a permanent, full-time contract. This is a wide-ranging job and we will provide on-going support, such as training, to enable the post holder to fulfil all aspects of the job.

Nottingham Playhouse is committed to a policy of diversity and inclusion, creating a workforce representative of the diverse communities we work with. Our workforce is currently under representative of certain communities and we are taking positive action for equal opportunities through the recruitment process. We have established a Diversity in the Workforce Working Group to ensure that we are doing all we can to recruit a more representative workforce.

We would like to help you to fully participate in the application process. If you would like the Recruitment Pack, Application Form and Equal Opportunities Monitoring Form in an alternative format, support in completing your application, or you would like an alternative way to apply, please contact us at [recruitment@nottinghamplayhouse.co.uk](mailto:recruitment@nottinghamplayhouse.co.uk) to discuss a suitable format, or ring our Stage Door on 0115 947 4361. Please leave a message with your full name, contact information, your address (if you need paperwork posting to you) and details of your request.



## ABOUT NOTTINGHAM PLAYHOUSE

**We create theatre that's bold, thrilling and proudly made in Nottingham.**

Awarded Regional Theatre of the Year 2019 by The Stage, Nottingham Playhouse is one of the country's leading producing theatres and creates a range of productions throughout the year, from timeless classics to innovative family shows and adventurous new commissions.

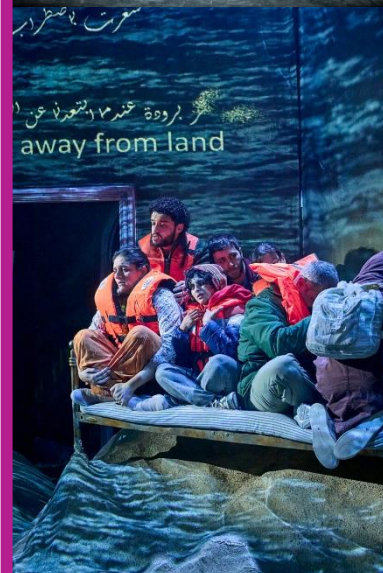
Under the leadership of Chief Executive, Stephanie Sirr MBE and Artistic Director, Adam Penford, we are mounting more varied and ambitious productions, attracting a host of high-profile performers and creatives, garnering increased media attention and commercial interest.

We want our theatre to be a space where everyone feels they belong, and we use our stage to tell diverse stories that reflect our city. Our wide-reaching participation programmes create life-changing experiences for our community and we also support the next generation of theatre-makers in the East Midlands through our extensive Amplify programme.

Nottingham Playhouse is a registered charity (no. 1109342). All of the funds we raise help to ensure we're reaching as many people as possible to give them new opportunities and create lasting memories.

Our building has grade II\* listed building status and is home to Anish Kapoor's *Sky Mirror*.

Click [here](#) to watch our introductory video.



## WHAT OUR COMMUNITY THINKS

**"Honestly, the final few minutes of the first act were some of the most captivating, powerful and heart wrenching I've seen on stage. Incredible!"**

– Audience member on *The Madness of George III*

**"Nottingham Playhouse has a very special place in my heart. At the age of 16, my school placed me at the theatre for my work experience... Without [them], I wouldn't have the career I do now."**

– Indhu Rubasingham, Artistic Director of Kiln Theatre

**"The actual performance was an incredible experience. Firstly, just to be on the Nottingham Playhouse stage was a dream for all of us. But to be a part of such a powerful, visceral production was an absolute privilege."**

– Lisa Chamberlain, on her experience as a member of our community ensemble during Gary Clarke Company's production of *COAL*.

## NOTTINGHAM PLAYHOUSE IN 2024

Our exciting 2024 programming opened with a thrilling adaptation of Philip K. Dick's *Minority Report*. This was followed by a gripping, intimate revival of *The Children* and an exploration of sisterhood and creative expression in new commission *Liberation Squares*. The spring season concluded with *Punch* by James Graham, a fascinating new play about toxic masculinity and the incredible power of forgiveness.

This summer, *The Trials* gave a voice to the young people who have no choice but to live with the consequences of climate change. Our highly anticipated, brand-new production of *Dear Evan Hansen* premiered in September and marked the first time that the Broadway and West End phenomenon toured the UK and Ireland. Following this was *A Raisin in the Sun*, a groundbreaking family drama full of humour and heart.

Most recently, our legendary pantomime reached new heights with *Jack and the Beanstalk*. Younger children continue to enjoy our brand-new retelling of *The Ugly Duckling* as it tours local schools and community venues throughout January 2025.

## OUR VISION, MISSION AND VALUES

The essence of who we are is to **create wonder in Nottingham**. We believe that, through theatre, being transported to different worlds broadens our horizons, that by being positive, relevant and devoted we provide an experience, not just a stage. At Nottingham Playhouse, we give a voice to untold stories and cultivate life-changing experiences. Our theatre is a place where everyone belongs, a place of entertainment, heart and joy.



Our vision is to create high quality art that is truly accessible and representative of both our heritage and our rich diversity. We aim to be a nationally recognised destination theatre, a producer of “must see” work and a venue that welcomes everybody to be entertained, surprised, delighted and challenged by work that is bold, brilliant and

relevant. Working in partnership with exciting artists and companies regionally, nationally and internationally, we create theatre that puts Nottingham Playhouse on the map.

We exist for the benefit of the people of our region – be they audiences, participants or artists. As a publicly-funded organisation we commit to ensure that our demographic of opportunity reflects the demographic of our catchment – including gender, ethnicity, sexuality, socio-economic standing and disability – to be not just world-class but also truly inclusive in all areas of operation, including to recruit and pay fairly. To strengthen our actions we have established a Diversity in the Workforce Working Group to ensure that we are doing all we can to recruit a more representative workforce.

In January 2021 we launched an Anti-Racism Action Group to look at the wider culture and environment at Nottingham Playhouse. The group advises the Executive and Nottingham Playhouse Board of Trustees on matters of diversity, inclusion and equality, with the aim of ensuring that we are a safe and fully representative organisation, which reflects the full breadth and richness of diversity within our community. We have created an on-line system for Reporting Racist Incidents.

A core value of Nottingham Playhouse is to proactively create and support opportunities for cultural participation for all ages, for all backgrounds. We also work in supportive partnership with a very wide range of stake holders to cement our position as an organisation with a strong artistic vision that includes the development of artists.

Nottingham Playhouse is a founder member of [Ramps on the Moon](#), a member of [PiPA](#) (Parents and Carers in Performing Arts) and a [Family Friendly theatre](#). We are committed to the [UK Theatre/SOLT Ten Principles](#) to encourage safer and even more supportive working practices in theatre and have signed up to the [Old Vic Guardians initiative](#). Find out more about Nottingham Playhouse by visiting our [website](#) or our [YouTube channel](#).



## TECHNICIAN (LIGHTING)

### Job Description

**Responsible to:** Head of Lighting

**Responsible for:** Casual staff (when required)

#### **Purpose of post:**

- To assist the Head and Deputy Head of Lighting & Video with all aspects of the day to day running of the Lighting & Video department.
- To assist the other Technical Departments as required.
- To deliver exemplary service to main-stage and studio productions, co-productions, touring, transfers, Participation productions and projects, Community productions and projects, events and hires.
- To take responsibility for the operation of productions and/or projects as delegated by the Technical Heads and Deputy Heads of Department
- To be an effective, proactive member of the Nottingham Playhouse Technical and Production team

#### **Duties include:**

##### **Productions**

- To assist in realisation and delivery of all technical requirements of Nottingham Playhouse productions.
- To ensure high standards of support for creative teams and visiting companies throughout the production process.
- To work on the pre-production set up and running of productions either at Nottingham Playhouse or at other venues throughout the UK and the world.
- To contribute to and monitor show reports for in house productions and ensure all relevant notes are communicated and/or acted upon.
- To work with the rest of the technical and production team to ensure that all technical elements of each production are maintained to a high standard.
- To liaise with performers and stage management on all show operation matters and to ensure that problems are dealt with quickly and efficiently.
- To work on performances in accordance with the department rota, including get-in, fit-up and show calls and show operation.
- To attend the first day of rehearsal, production, technical and staff meetings as and when required.

##### **Hires/Events**

- To provide technical support for Nottingham Playhouse hires and events as required. To include pre-hire production work, show running, and delivery of high production standards to the client throughout.
- To act as Duty Technician for Visiting Company to facilitate requirements including basic stage management, front of house calls.

##### **Staff**

- To provide supervision when required of the apprentice technicians and casual staff.
- To take an active role in the Technical and Production team engaging with all staff members.
- Remain motivated and enthusiastic at all times encouraging others to do the same

## **Health & Safety**

- To take responsibility for health and safety matters related to the duties you are required to perform, and play an active role in ensuring information and improvements are communicated to the relevant people. Including information for risk assessments, inspection records, maintenance logs and to ensure the departments continue to work in accordance with the Nottingham Playhouse Health & Safety policy and procedures.
- To update performance and other related paperwork for running, archive, maintenance and health and safety purposes.

## **Other**

- To take an active role in the smooth running and maintenance of the company's technical equipment.
- In collaboration with the Technical Heads of Department to work to enhance the technical facilities at Nottingham Playhouse.
- To ensure all workshop and storage facilities are kept in a tidy and orderly fashion and all equipment contained within them is maintained to a suitable standard.
- To keep up-to-date with industry legislation/union agreements.
- To drive the theatres vehicles as required.

## **General**

- To maximise income and minimise expenditure at all times
- To always act in the best interests of Nottingham Playhouse
- To take positive action to promote Diversity and Inclusion in all aspects of the work of Nottingham Playhouse. Engaging fully with all initiatives to promote diversity within Nottingham Playhouse
- To abide by Nottingham Playhouse policies such as Health & Safety, Diversity and Inclusion, Safeguarding, Data Protection, Environmental Sustainability etc.
- To support Nottingham Playhouse in achieving its Carbon Literacy and sustainability strategy
- To maintain confidentiality in all areas relating to Nottingham Playhouse
- To carry out such other duties as may be reasonably expected of the post

The job description will be subject to review on a regular basis to reflect the changing requirements of Nottingham Playhouse and the developing skills of the post holder. We acknowledge that this is a wide-ranging job description and recognise that the post holder will require support, such as training, in some areas, which will be provided.

February 2025

## TECHNICIAN (LIGHTING)

### Person Specification

**We use these criteria in the shortlisting process, so it is important to explain how you meet them in your application form.** Give us examples of what you have previously done that shows us how you could be right for the role.

Criteria	Assessed at	
	Application	Interview
Experience in producing and presenting live theatre.	✓	✓
Experience of working in Lighting & Video production.	✓	✓
Experience of working as a Lighting Operator	✓	✓
Good working knowledge of current lighting equipment.	✓	✓
Basic programming and troubleshooting skills of ETC lighting desks	✓	✓
Basic stage craft and sound skills	✓	✓
Strong communication skills	✓	✓
Diplomacy, discretion, professionalism and a positive approach	✓	✓
A motivated and enthusiastic self-starter who enjoys working with creative teams	✓	✓
Accuracy and excellent attention to detail	✓	✓
Good working knowledge of health & safety procedures and policies	✓	✓
Competency to work unsupervised	✓	✓
Committed to finding innovative and creative solutions to the challenges of delivery of Nottingham Playhouse's work	✓	✓
Recognised First Aid qualification	✓	✓
Ability to read and interpret technical drawings and plans	✓	✓
Experience and qualification in working at height	✓	✓
IPAF and tallescope training and qualification	✓	✓

Nottingham Playhouse is committed to developing and nurturing its employees. For this role, candidates do not need to have every skill on the Person Specification but should be able to demonstrate their potential ability to learn them with the appropriate training and support.

February 2025



## TECHNICIAN (LIGHTING)

### Terms and Conditions

Salary:	£27,693 per annum Payable monthly in arrears by credit transfer
Hours:	Annualised Hours as calculated over a year (April - March). Averaging 42 hours per week. The normal working week is Monday – Sunday, 8am – midnight.
Overtime:	No overtime is payable. Except for get outs covered by the UK Theatre/Bectu Agreement
Contract:	Full Time, Permanent
Probation Period:	3 months
Notice Period:	4 weeks in writing by either party
Flexible working:	This post is suitable for Flexible Working arrangements
Place of work:	Will normally be Nottingham Playhouse, however from time to time the Technician may be required to travel, regionally and nationally
Holiday:	5.6 weeks per annum (i.e. 4 weeks pa plus bank holidays) Entitlement increases in line with the UKT/BECTU agreement and House agreement The Holiday year runs 1 April – 31 March
Pension Scheme:	Contributory staff pension, 5% employee and 4% employer Nottingham Playhouse workplace pension scheme is provided by NOW:Pensions.
Other Absences:	In line with the UKT/BECTU agreement and House agreement (e.g. illness, maternity)

#### Non-Contractual benefits:

In addition Nottingham Playhouse offers a number of discretionary benefits including

- Free and/or discounted tickets for performances including Press Nights
- Free Playhouse Pass membership
- Discounts on our bars offer
- Opportunities for Flexible Working
- Day off on your Birthday
- Staff social events including a summer party and Christmas party
- Free to use Employee Assistance Programme provided by Care First
- Discounted travel on Nottingham City Transport Buses
- Discounted parking at Mount Street and St James NCP
- Training & professional development opportunities
- Cycle to Work scheme
- Relaxed working environment and informal dress code

February 2025

## DIVERSITY, INCLUSION AND ACCESS

Nottingham Playhouse is committed to a policy of equality of opportunity and creating a workforce representative of the diverse communities we work with. We believe that theatre belongs to everyone and want to make sure that everyone has the opportunity to be involved. We want to work with people from diverse backgrounds, who will bring different skills and experiences to help us to achieve this.

Nottingham Playhouse has identified that our workforce is currently under representative of certain communities, particularly people who are Black, Asian, Brown, dual heritage, indigenous to the global south and or have been racialised as ethnic minorities and we take positive action for equal opportunities through the recruitment process. We have an Anti-Racism Action Group and an Access Working Group to create a programme of change to deliver increased representation, and to advise the Executive and Nottingham Playhouse Board of Trustees on matters of diversity, inclusion and equality.

We actively encourage applications from the Global Ethnic Majority and Disabled people. Applicants who identify as from the Global Ethnic Majority and/or as Disabled on the Equal Opportunities Monitoring form will be guaranteed an interview for workforce vacancies if they meet the minimum criteria on the job person specification. We are committed to ensuring that interview panels are as representative as possible, whilst comprising the relevant skills and experience to assess candidates' suitability for the role.

We are a Disability Confident employer, recruiting and supporting disabled people in the workplace.

If you would like the Recruitment Pack, Application Form and Equal Opportunities Monitoring Form in an alternative format, or support in completing your application, please contact us at [recruitment@nottinghamplayhouse.co.uk](mailto:recruitment@nottinghamplayhouse.co.uk) or ring our Stage Door on 0115 947 4361. Please leave a message with your full name, contact information, your address (if you need the paperwork posting to you) and details of your request.

We welcome proposals to consider for flexible working on hiring. We are part of the Parents in Performing Arts (PiPA) campaign and welcome applications from people who have caring responsibilities and anyone looking for a positive work/life balance.

We are open to discussing the possibility of flexible working. While we can't necessarily guarantee to give you your exact proposal, we do promise to carefully consider your request and explore what is practical for the role.



## HOW TO APPLY

Please download and complete the Application Form and Equal Opportunities monitoring form that you will find on our website. Please note we will not accept a CV in place of the application form.

### Filling in the application form

Please ensure that you complete all sections of the application form in full. The first page will be separated from the rest of your application in order to **anonymise the shortlisting process**, to help to eliminate unconscious or conscious bias. Please do not put your name elsewhere in your application.

As you fill in the application form, please explain how you think you meet the **job description and person specification** for the role. The information you provide will be used for the shortlisting process. It is important to give us examples of what you have previously done that shows us how you could be right for the job and why you're enthusiastic about joining Nottingham Playhouse. You do not have to have previously undertaken all of the duties in the job description, but you should tell us about your potential ability to do them.

### Data and monitoring

As part of recruitment procedures Nottingham Playhouse collects and processes personal data relating to job applicants. We are committed to being transparent about how and why we collect, use and keep personal data secure. Please see Nottingham Playhouse Recruitment Privacy Notice on the website for full details.

The Equal Opportunities monitoring form will be separated from the application and will not be available for the persons preparing the shortlist with the exception of obtaining information about disability required to make reasonable adjustments for interview. Data obtained from the forms will be used solely for monitoring purposes and no one individual can ever be identified.

### Submitting your application

Please submit your completed Application Form and Equal Opportunities Monitoring Form by email to: [recruitment@nottinghamplayhouse.co.uk](mailto:recruitment@nottinghamplayhouse.co.uk)

*Please send as a **Word document or PDF**. Do not send as a Mac Pages file, Zip file or use file sharing services such as One Drive or Dropbox.*

Or by post, marked Private and Confidential, to: **Recruitment, Administration Office, Nottingham Playhouse, Wellington Circus, Nottingham, NG1 5AF.**

If you require an alternative way to make your application, please contact us at [recruitment@nottinghamplayhouse.co.uk](mailto:recruitment@nottinghamplayhouse.co.uk) to discuss a suitable format, or ring Stage Door on 0115 947 4361. Please leave a message with your full name, contact information and details of your request.

### Deadline for applying

Closing date for applications: **Monday 24 February 2025 at 12noon.**

Interviews (may be subject to change): week commencing 10 March 2025

All applicants will be notified of the outcome of their application. We will contact you by telephone or email if you are shortlisted for interview.

Thank you for your interest in Nottingham Playhouse and we look forward to receiving your application.