**JOB DESCRIPTION - SHOW TECHNICIAN (STAGE)**

**ABOUT THE ROYAL COURT**

The Royal Court Theatre is the writers’ theatre; it is the leading force in world theatre for vigorously cultivating writers - undiscovered, new, and established.

Through the writers we are at the forefront of creating restless, alert, provocative theatre about now.

The uniqueness of our environment enables writers to ask questions we don’t yet know need to be asked in ways we cannot yet imagine, inspiring audiences and influencing future writers.

Through the writers we strive to constantly reinvent the theatre ecology. We seek to find, cultivate, and create tomorrow’s major writers and the classic plays of the future.

We seek stories from everywhere and create theatre for everyone, and we see our audience as one of our chief collaborators.

We invite and enable conversation and debate, allowing our writers and their ideas to reach and resonate beyond the stage, and the public to share in the thinking.

The Royal Court is committed to fostering an inclusive, socially just culture in which everyone feels they belong. We are an equal opportunities and disability confident employer. We seek a representative workforce for our city and we warmly welcome and commit to interview applicants with protected characteristics who meet the criteria for this role.

**VALUES**

**ACUTE + RESTLESS**

We’re driven by the need to unsettle pre-conceived ideas of theatre, applying intuition and acute intelligence to every script. We involve our audience in questions about what theatre could be and how it shapes our world. We want to make theatre history now.

**INTELLECT + DEMOCRACY**

We’re unflinching in our intellectual bite and the stringency of our thinking.

We want to shatter the illusion that ideas are for the few, throwing open the best thinking and critical debate to a broad audience.

**EMPATHY + DISRUPTION**

We can’t act alone. Together, we listen, respond and adapt, offering a sustaining and vital playground for experiment and ideas. We’re bold and flexible, embracing positive disruption and the unpredictable.

**APPLICATION PROCESS**

Please use the online application form to apply. A link to this form can be found on the jobs page of our website [www.royalcourttheatre.com](http://www.royalcourttheatre.com). <https://royalcourttheatre.com/about/jobs/>

The online application form will ask for the following things:

* Your personal contact information.
* Your NI number and / or any work permit details.
* Some equal opportunities data (optional)
* Your response, in up to 500 words, to the following question;

1. Why are you suited to this role? Please summarise your skills, knowledge and experience to demonstrate how you meet the essential criteria in the person specification.

**Please answer this question within the Survey Monkey form. We are including it here for your reference**

**You will also be asked to upload your CV as a word document or pdf file.**

We will review all applicants’ responses and score these against the essential knowledge, experience and skills in the person specification to achieve a shortlist of people we will then invite to interview.

Candidates who currently have a valid work permit allowing them to work in the UK for the duration of this contract are welcome to apply. Unfortunately, we are unable to consider applications for this role which would require us to obtain a certificate of sponsorship or permit to work in the UK.

Please let us know if you would like further information, support with access requirements or an informal chat about the role. You can contact us on [recruitment@royalcourttheatre.com](mailto:recruitment@royalcourttheatre.com)

You can also email us if you would like to submit your application in a different format or experience any difficulties with the Survey Monkey form.

**CLOSING DATE FOR APPLICATIONS: 10am Friday 21 January 2022**

**INTERVIEWS**

Interviews will take place in the week commencing **31 January 2022.**

**ABOUT THIS ROLE**

**Job Title: SHOW TECHNICIAN (Stage)**

**Line Manager: Head of Stage**

This is a key role in a permanent stage team of 3, supporting the Head of Stage and the Deputy Head of Stage in the delivery of all productions at the Royal Court. The Show Technician will work as stage crew on all JTD shows (5 evenings per week) and participate in fit ups and get outs, operating manual flying systems and undertaking basic carpentry and rigging when required.

This role may also interest a recent technical theatre graduate or someone with related experience looking to break into producing theatre, with the aim of developing an understanding of the technical, creative and constructive work involved in creating theatre.

**RESPONSIBILITIES:**

**Productions**

* Crewing 7 performances per week, Tuesday to Saturday, plus some additional shows or events programmed in the Jerwood Theatre Downstairs as required.
* Work on each production fit up and get out as determined by the Head of Stage in both the Jerwood Theatre Downstairs (JTD) and Jerwood Theatre Upstairs (JTU).
* Undertake basic carpentry, rigging and any other jobs as directed by the Head of Stage and Deputy Head of Stage.
* Contributing to the safe, efficient and economical running of each production.
* Operating stage lifts in both JTD and JTU
* Participating in seating turnarounds for the JTU when required.
* Providing stage support for offsite work and at other venues on behalf of the Royal Court, when required
* Operating a manual flying system and other stage engineering as required and according to the needs of each production.
* Assisting the Head of Stage and Deputy Head of Stage in the supervision of freelance crew if required.
* Facilitating accessible performances for each production.

**Health and Safety**

* Promoting a positive health and safety culture at all times and observing / upholding best practice. Having a keen awareness of health and safety issues in application to yourself and staff working around you.
* Undertake training on essential health and safety practices if required
* Understanding risk assessments undertaken for specific tasks and applying appropriate controls
* Wearing appropriate PPE when required or as directed.

**General**

* Work with other Production departments on routine and annual maintenance of the theatre stage equipment.
* Supporting the Head of Production, Theatre Manager and Catering and Operations Manager on routine maintenance for the whole building.
* Assisting the Head of Stage and Deputy Head of Stage in keeping all backstage areas clean, clear and tidy at all times.
* Providing ongoing support to other technicians within the production department, when required.
* Working on projects in conjunction with other departments within the building and elsewhere
* Attending training courses for personal development and increased job efficiency as required.
* Attending staff meetings when possible and company meetings when required.
* Play an active part in development, promotion and implementation of all company policies including anti-racism, anti-oppression, representation, access, environmental sustainability and health and safety
* Working at all times in line with key principles and values for the Royal Court

This job description is a guide to the nature of the work required by the Show Technician and the post holder may be required to undertake other duties appropriate to the nature of the post as agreed with the Head of Stage or Head of Production.

**PERSON SPECIFICATION**

**Essential Skills**

* Relevant training or some previous crewing experience
* Basic carpentry skills
* Working knowledge of stage rigging techniques and flying systems
* A good understanding of health and safety within a theatre environment.
* Ability to work calmly under pressure in a fast paced environment
* Ability to work collaboratively as part of a team, set an example and motivate others
* Excellent communications skills
* A positive attitude and open-mindedness towards helping out staff members regardless of department
* Flexibility and willingness to work variable hours across fit ups and get outs

**TERMS AND CONDITIONS**

The rates of pay, conditions of employment, and overtime agreement conform in principle to the prevailing SOLT/BECTU terms and conditions

Title of post: **Show Technician (Stage)**

Hours: The post is offered on the basis of operating 7 shows per week as part of a 5 day, 40 hour week, (Tuesday to Saturday) during the run of each production. During the run you would work 5 evenings a week.

During fit ups, technical rehearsals, production weeks and dark periods your hours will be scheduled across 5 days Monday to Saturday and may involve daytime and evening hours depending on activity.

Salary: **£561.81 (BECTU Grade 3) (£29,214.12 per annum)**

Overtime as per SOLT/BECTU agreement.

Holiday entitlement: 20 days per year, plus 8 days for statutory holidays

Contract: Permanent, subject to 6 months probationary period.

Notice period: 1 Month

Pension: The English Stage Company operates a defined contribution pension scheme. All eligible staff members will be automatically enrolled after three months’ service and contributions will be made at the current rates as set by the Pensions Regulator, which is 8% of qualifying earnings (3% employer/5% employee). For more details, please visit: <https://www.gov.uk/workplace-pensions/joining-a-workplace-pension>

All permanent members of staff who have completed their probation period are entitled to join the English Stage Company’s salary sacrifice pension scheme, where contributions will be matched up to a maximum of 5% of gross salary provided that the minimum total contribution under auto-enrolment rules is met.

**Other Benefits:**

* Complimentary tickets for preview performances, subject to availability and the Royal Court’s staff ticket policy.
* Interest free travel season ticket loan, cycle to work scheme, free life assurance
* Discount on meals and drinks in the Royal Court’s Bar and Kitchen.
* Discount on all purchases in the theatre’s Bookshop, subject to discount policy.