**JOB DESCRIPTION - LIGHTING TECHNICIAN**

**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;

**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: LIGHTING TECHNICIAN**

**LINE MANAGER: HEAD OF LIGHTING**

**MAIN PURPOSE:**

Working within a department of five, the Lighting Technician assists the Head of Lighting and Deputy Head of Lighting with all aspects of lighting for productions in both theatre spaces at the Royal Court, throughout the building and with projects in other locations.

The Lighting Department is one of four Production departments at the Royal Court – the others are Stage, Sound and Costume.

**RESPONSIBILITIES:**

* Working on each production fit up and get out as determined by the Head of Lighting in both the Theatre Downstairs and Theatre Upstairs.
* Undertaking rigging, focusing and programming of lighting and video.
* Acting as the duty electrician during performances in the two theatres.
* Operating lighting or video for performances.
* Creation of practical lights for performances.
* Reading and interpreting lighting plans & paperwork.
* Assisting with the supervision of casual crews, as required.
* Undertaking the annual PAT testing within the building.
* Liaising with visiting companies and co-producers regarding lighting issues, as required.
* Undertaking maintenance of lighting throughout the building (including Front of House areas) as determined by the Head of Lighting.
* Undertaking the role of Production Electrician when required.
* Carrying out any other duties required by the theatre in pursuance of the above objectives.

**GENERAL**

* Play an act 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
* Attend production, company and departmental meetings as required
* Attend Royal Court productions, readings and other events when required

This job description is a guide to the nature of the work required by the Lighting 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 Lighting or the Head of Production.

**PERSON SPECIFICATION:**

* Good rigging, focusing and lantern maintenance skills are essential.
* Comfortable working at height.
* Experience of plotting and operating experience of ETC lighting consoles is essential.
* Previous theatre experience, including a general knowledge of electrical maintenance and PAT testing are essential.
* Experience working with lighting designers and other creative teams is essential.
* Experience and skilled use of Microsoft Office, Vectorworks and Lightwright are desirable.
* Knowledge and experience of video projection and control systems is desirable.
* Harness training and IPAF licencing is desirable, though full training will be provided.
* Ability to respond to problems creatively, calmly and positively.
* An open and flexible approach, willingness to learn and develop new skills.
* Excellent team worker with the ability to work to deadlines.
* Formal qualifications are not required but enthusiasm and a passion for theatre lighting is essential.

**TERMS AND CONDITIONS**

The Royal Court Theatre is a member of SOLT and technical staff are employed according to the SOLT/BECTU agreement.

Title of post: Lighting Technician

Hours: 40 hours per week. Due to the nature of this post, evening and weekend work will be required and you may be asked to work additional hours, for which overtime will be paid in line with the SOLT / BECTU rates.

Salary: £561. 81 per week. Overtime as per SOLT/BECTU regulations  
(£29,214.12 p/a)

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

Contract: Permanent subject to a 6 month 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 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.