

Job Description: Senior Technician (LX Bias)

Key Information

Responsible to	Head of Production
Key relationships	Head of Technical, Technician, Company Stage Manager, Artistic Director, Producer, Facilities Manager, Operations Manager
Contract	Permanent
Hours	Nominal average weekly hours are 40 excluding meal breaks. In addition, you will be required to work such hours and/or days, including evenings, weekends and public holidays, or as are needed to fulfil the requirements of the position.
Location	The Watermill Theatre, Bagnor, Newbury, RG20 8AE
Salary	£27-30k per annum
Benefits	Free parking, restaurant/bar discount, complimentary tickets
Pension	Contributions to Employer's Workplace Pension Scheme (5%)

Overview

Located on the banks of the River Lambourn in the village of Bagnor, The Watermill is an award-winning theatre, renowned as a home for the finest actor musicianship. We produce around 8 shows each year, taking an inventive approach to making shows that surprise and entertain over 55,000 people every year.

The Senior Technician will have excellent experience within an arts organisation and a demonstrable specialism in lighting. They will work alongside the production team to ensure the effective delivery of technical aspects of each production (including lighting, video, sound and stage). They will be passionate about working in producing theatre and committed to delivering the highest standards for artists and audiences. They will actively support each production as required, including the role of duty technician as part of a rotation within the team.

Main Purpose: To work as part of the Production Team on the planning and delivery of productions, drawing on their expertise in lighting to ensure the highest quality support for the creative team. To ensure positive and proactive collaboration with the creative teams and to play an active role in the delivery of performances.

Duties and Responsibilities

Individual Responsibilities:

- Work in collaboration with creative team members and production staff and other departments to ensure the effective planning and management of production technical requirements
- Work as part of the team delivering lighting requirements and designs efficiently, safely, and to high production values
- To prepare lighting (incl. Lx practicals) and other technical equipment for use in performance, in accordance with the requirements of the Head of Production and Production Manager
- Have oversight and responsibility for the safe rigging and derigging of lighting, sound and video equipment for productions and events across The Watermill's output
- Actively participate in fit-ups, get-ins, builds, production weeks, show operation, strikes and get-outs for all types of rehearsals and productions and be available for production meetings as required
- To assist other members of the team in order to meet production deadlines and maintain The Watermill's high production values
- Oversight and delivery of the technical provision for access performances including audio described, captioned, signed and relaxed performances
- To plan the deployment of technical equipment and resources across the organisation, ensuring that any resource issues are identified and addressed in good time and resolved appropriately
- Ensure all working practices comply with Health and Safety and other statutory legislation, including policies and procedures emanating from The Watermill Theatre's Health and Safety policy
- Ensure good housekeeping and undertake maintenance of the backstage and storage areas, including the effective storage and maintenance of tools, equipment and materials. Report any defects or faults not within your control
- To act as duty technician on performances, ensuring that any issues are dealt with quickly and effectively
- To assist with the organisation's equipment and electrical installation maintenance processes; ensuring that all equipment is well maintained, and complies with the Inspection and Testing of Electrical Equipment (ITEE) regulations
- Assist in ensuring that all performance, rehearsal, workshop and storage spaces are kept tidy and in good condition to comply with all statutory legislation
- To ensure that onsite and external production storage spaces are managed, kept tidy and in a good safe condition
- Provide technical support for incoming companies, outreach projects and other events across the buildings and offsite where necessary
- To ensure a warm welcoming environment at all times to all creatives, cast and contractors working in the building
- To maintain and develop good relations with local and national suppliers, seeking out competitive deals for hire and supply of production equipment

- To cover for Head of Technical and the Theatre Technician as required, including evenings and weekends

Organisational Commitments:

- Carrying out any other tasks that will be required on an ad hoc or continuing basis, commensurate with the general level of responsibility of the post.
- Complying with the organisation's Health and Safety, and clothing and equipment codes of practice and being accountable for the safety of yourself and others, in line with our Health & Safety Policy.
- Undertaking relevant training and development as required to include, if required, being trained in First Aid, Fire Marshalling and the use of a defibrillator.
- Driving change through actions and words that advocate inclusion and equality, creating a culture that recognises and celebrates diversity.
- Creating a positive working environment, underpinned by the organisation's values.
- Contributing to our environmental sustainability goals.
- Complying with all legal requirements relating to the General Data Protection Regulation (GDPR).

Person Specification

Essential Criteria:

- Formal technical theatre training or qualified by experience
- Demonstrable experience of technical theatre production lighting, with a good working knowledge and experience in sound, video and stage disciplines
- Thorough knowledge and practical experience of rigging, focusing, patching and programming, particularly on ETC Eos family consoles
- Experience of working and collaborating with creative teams with the ability to interpret design concepts into an achievable outcome
- Excellent communication, negotiation and planning skills
- Able to work under pressure, prioritise a complex workload and deliver to deadlines
- Ability to comfortably work at height
- Computer literate and practical experience in using Word, Excel (or equivalent) and AutoCAD or Vectorworks
- Good understanding of Health and Safety and practical experience of H&S delivery for technical and production departments
- Knowledge of and commitment to environmentally sustainable production processes
- Strong organisational skills, with the ability to prioritise workload.
- Full, clean UK driving licence
- Willing to be part of an on-call rota, and to work flexible hours including early mornings, evenings, weekends and Bank Holidays

Submitting Your Application

How To Apply

Please send your CV, cover letter explaining why you want to work for The Watermill and how you meet the person specification, and completed Equal Opportunities monitoring form (details below) to Emily Beck (Theatre Administrator) via admin@watermill.org.uk or via the address below:

Watermill Theatre and Restaurant
Bagnor
Newbury
RG20 8AE

When forming our shortlist for interview, all applications will be considered anonymously, and your name will be redacted from your supporting statement and CV. Our selection panel will only have access to these details once you have been invited to interview.

Closing date for applications 12pm midday on Thursday 16th May

Interviews w/c 20th May

For further information about the organisation, please take a look at our [Working at The Watermill](#) guide.

Equal Opportunities

The Watermill Theatre is committed to equal opportunities for all. We believe that a diversity of perspectives enriches our work, and we have an equality of opportunity approach that aspires to give everyone the chance to achieve their potential.

[Please find our Equal Opportunities monitoring form here.](#) This information will be used to enable us to continue to develop policies and procedures regarding diversity and to submit required data to our funders. The information you supply will not be made available to anyone, including recruiting managers, in any form other than anonymous data.

We are a Disability Confident Committed employer and will guarantee an interview to any applicant who self-identifies as D/deaf or Disabled, or from a Global Majority background, and meets the Essential Criteria. If you regard yourself as having these characteristics, please state so clearly on your cover letter.

If we can support your application by offering an alternative format, please do let us know by contacting admin@watermill.org.uk. Likewise, we want to ensure interviews are as accessible as possible, so please do let us know in your application if there is anything we can do to support this.