

Senior Technician (Sound Bias)

The Bush Theatre is looking for a creative, experienced, and enthusiastic Senior Technician to work with the Technical department to realise the creative ambition of our productions, and are particularly interested in a candidate with a bias towards sound.

The successful candidate will play a key role within the technical department, responsible for smooth and efficient day to day running of the technical aspects of the theatre including managing freelance staff and equipment, with a focus on sound where required, and being a main point of contact for our creatives in achieving their artistic vision.

We are open to this being a part-time or fixed term role and considering other flexible arrangements, including taking requests for off-site creative work that require a secondment or sabbatical, or finding opportunities for in-house creative work where possible such as sound designing for an in-house project

How to Apply

We want you to have the opportunity to really tell us about yourself and explain why this position is right for you in whatever way feels most appropriate. Send one of the following, alongside a basic CV:

- A personal statement (500 words max)
- Presentation - Keynote or PowerPoint
- Short video or sound file (5 minutes max)

All applications will be judged on content not on format. We have suggested some options above, but if you would like to suggest an alternative let us know.

All applications must address the following questions:

- Tell us a little about yourself and why this position interests you.
- Tell us what experience you have had that means you meet the person specification outlined in the job description; include practical examples.
- What would you be bringing to this role?
- Do you have any qualifications you want to tell us about?

1. Read the Job Description and Person Specification.

2. Apply through our [recruitment portal Breathe HR](#). Include a CV.

You can upload video or sound files using the We Transfer service <https://wetransfer.com/>. When using this service, please include the We Transfer link in your Breathe HR attachments by including the link in your CV or submitting it on a separate document.

3. Complete our [Equal Opportunities Monitoring form](#). This helps us to better understand if our recruitment practices are accessible and equitable to all.

If you have any need for this information in a different format please contact our General Manager, Angela Wachner by email generalmanager@bushtheatre.co.uk or phone 0208 743 3584.

Deadline for applications: Midnight on Sunday 12th November 2023.

First Interview date: Friday 17th November 2023

Second Interview date: Tuesday 21st November 2023

Interviews will take place in person at the Bush Theatre, 7 Uxbridge Road. Candidates must make themselves available for the interviews.

We produce new plays and develop artists who see the world from a different vantage point and write stories for the many communities of contemporary London. Our diverse team and their range of experiences are vital to the Bush's success, but we still have work to do to make sure they fully represent the communities we serve. If you are excited about this role and the work we do, we want to hear from you even if you don't meet every criteria. We are particularly keen to receive applications from underrepresented and marginalised groups such as people of North African, Sub-Saharan African, West Asian, East Asian, Southeast Asian, South Asian, Pacific Islander and Indigenous backgrounds, Migrants, LGBTQIA+ people and those who are disabled or neurodiverse.

Minimum Criteria Guaranteed Interview Scheme

As part of our Minimum Criteria Guaranteed Interview scheme, we will offer an interview to disabled candidates who meet the essential criteria for the role. If you consider yourself to have a disability or long-term condition and would like to apply through this interview scheme, please let us know by stating anywhere in your application: 'I would like to apply through the Minimum Criteria Guaranteed Interview scheme.'

Data Policy

Your application and any associated personal information will be stored and processed in accordance with our Data Policy and destroyed after six months. We will keep your equal opportunities form for a period of up to 6 months, after which point the data will be anonymised

and aggregated for monitoring purposes. If you are engaged by us, the information you supply will be kept securely and form part of your record with us.

Senior Technician Job Description

Responsible to: Technical and Buildings Manager

Responsible for: Freelance Technical Staff

Background

Opened in 1972, the Bush Theatre is internationally renowned as '*the place to go for ground-breaking work as diverse as its audiences*' (London Evening Standard).

A champion of playwrights and operating in one of the most culturally diverse areas of London, the Bush Theatre has a commitment to its local community and the wider artistic community. Braiding these two strands of work together, the Bush produces an engaging and challenging programme that reflects the world we live in.

Recent successes include multi-award-winning productions *Red Pitch* by Tyrell Williams, *Lava* by Benedict Lombe, *Sleepova* by Matilda Feyişayọ Ibini, and *Invisible* by Nikhil Parmar. Richard Gadd's *Baby Reindeer*, Igor Memić's *Old Bridge*, and Waleed Akhtar's *The P Word* won the Olivier Award for 'Outstanding Achievement in an Affiliate Theatre' in 2021, 2022 and 2023 respectively. In 2023 the Bush was joint winner of The Stage's 'Theatre of the Year' alongside the Lyric Theatre, Belfast and produced Sir Lenny Henry's first play *August in England* which was directed by Bush's Artistic Director Lynette Linton and Associate Artistic Director Daniel Bailey.

The Bush Theatre's talent development programmes discover and develop the very best of the UK's leading artists. The Bush team believes the theatre has a responsibility to programme and generate opportunities for new and established makers and, with long-term residencies, add to the sustainability of their careers.

Since re-opening in March 2017 after a year-long £4.3 million renovation by architects Haworth Tompkins, the Bush continues to create a space where all communities can be part of its future and call the theatre home.

[Meet the Bush team](#)

Purpose of the role

- To work closely with the Technical and Buildings Manager to be responsible for the smooth and efficient day to day running of the technical aspects of the Bush Theatre's productions, events and related projects, with a focus on sound where required
- To be a point of contact for creatives (in particular set, lighting and sound designers) in achieving their artistic vision to the highest standard, within agreed timescales and budgets;
- To support in maintaining all technical equipment as well as keeping up to date with advances in technical equipment that may be used in productions;
- To assist the Technical and Buildings Manager with recruiting and booking staff including providing training where necessary;
- To act as duty technician for a minimum of two days a week across performances as scheduled

Main Duties and Responsibilities

Productions

- To work as part of The Bush Theatre's production team with the Technical Manager and freelance staff on all activities;
- To be a Duty Technician during performances for at least two days per week including powering up equipment for the show, liaising with the FOH team, troubleshooting and powering down at the end of the evening;
- To support the artistic policy of the Bush Theatre and assist the Technical and Buildings Manager as required;
- To liaise with and support freelance lighting and sound designers in particular during tech and preview weeks, and be a point of contact for all creatives across shows;
- To liaise with visiting companies to the Bush Theatre, advising on and supporting their visit to the Bush and being a lead point of contact for them alongside the Assistant Producer, Producer and Events Manager as suitable;
- To support on technical aspects of fit-ups and production week, including rigging, focusing, and plotting lights and sound as necessary and where necessary to deputise for the Technical and Buildings Manager in leading;
- To Support turnarounds and technical teams as required, or to deputise for the Technical and Buildings Manager in leading where required;
- To act as Production Sound Engineer on shows as required;
- In consultation with the Technical Manager and Producer;
 - a) To operate shows as required;
 - b) To assist in the technical set up for performances designated as captioned or audio-described performances;

- c) To keep timesheets and track hours as required by the Technical Manager.
- To work closely with other departments to ensure the building and all events operate smoothly and efficiently.

Equipment

- Routinely check the theatre's technical, lighting, sound, video and domestic equipment and inform the Technical Manager of any maintenance requirements or technical problems, and perform maintenance as directed;
- Controlling stock, advising on replacement or additional equipment, and ensuring service records and manuals are retained and updated in conjunction with the Technical Manager;
- Maintaining the theatre, workshop, electrical store, storage facilities and backstage areas at all times and as directed;
- To ensure that all theatre areas are in a presentable and safe state, fire exits are clear, and any damaged equipment is reported and fixed;
- To be responsible for organising and fulfilling all statutory electrical inspections including PAT testing of all company equipment, advising the Technical Manager and General Manager of any works needing to be carried out;
- To maintain and develop good relations with local and national suppliers, seeking out competitive deals for hires and equipment and ensuring prompt returns at the end of each production;
- To assist the Technical & Buildings Manager & General Manager in implementing all environmentally sustainable initiatives.

Health and Safety

- To abide by and promote the theatre's health and safety policy in conjunction with current health & safety legislation, and ensure that all members of the acting company, freelancers, contractors and freelance stage management personnel are trained in and comply with emergency and safety procedures;
- To set a good health & safety example to all permanent Bush staff, casual/ freelancers, volunteers & public;
- To ensure that the Bush safeguarding policy and reporting process is adhered to by all permanent staff, casual/freelance staff, volunteers & public;
- To ensure that all technical staff are familiar with the theatre's fire evacuation procedures, and act as fire marshall as required;
- To assist the Technical and Buildings Manager to develop and implement risk assessments and ensure that all fit-ups are run in accordance with CDM Regulations 2015;

- Where requested, to deputise for the Technical and Buildings Manager in giving health & safety inductions to all visiting companies, freelance staff & contractors;
- Be a first aider on behalf of the Bush Theatre.

Management

- To work with the Technical Manager to manage the casual pool including across turnarounds, fit-ups and get-ins as scheduled and to take responsibility for these events on shows as requested
- To continue to train the casual pool and ensure they are up to date on latest practices and building equipment.
- Where suitable, to recruit and train up new casual technicians to build the casual pool and to coordinate this with the Technical Manager accordingly
- To work alongside the Venue Technician on shows and events, and support their training and development

General

- Attend read-throughs, sharings, previews, press and supporters' nights and other Bush Theatre events as required;
- Attend weekly company and operations meetings;
- Actively deliver green policies and practices for the department;
- Adhere to and actively contribute to Bush Theatre policies, including Equalities (including diversity, access, and equal opportunities), Environmental and Health & Safety;
- To maximise income and minimise expenditure wherever possible without jeopardising the quality of the work or the reputation of the Bush Theatre;
- To act always in the best interest of the Bush Theatre;
- Carry out any other duties as may be reasonably required.

Person Specification:

Essential

- Experience as a Venue/Sound Technician in an arts or education venue;
- Experience leading a small team on a fit-up or similar;
- Good knowledge of sound systems and experience of programming Qlab and Yamaha sound desks;
- Good general technical knowledge;
- Knowledge and practical experience of Health and Safety;
- Knowledge of and experience of working at height practices;

- Excellent team worker with strong organisational and time management skills and the ability to work under pressure and to deadlines;
- Ability to exercise initiative, take personal responsibility and resolve issues independently with a focused attitude to work;
- Excellent verbal and interpersonal communication skills;
- Good level of IT literacy (G-Suite);
- An interest in the theatre and an enthusiasm for working in a socially engaged and culturally diverse environment;
- Flexibility in relation to duties and working hours, which will include evenings and weekends.

Desirable

- A passion for the Bush Theatre and its work;
- City & Guilds electrical qualification;
- A valid first aid at work certificate;
- A full driving licence;
- Experience with Lighting and Video equipment;
- Experience in carpentry, scenic construction, metalwork and welding;
- Experience in using power and workshop tools.

TERMS & CONDITIONS

Hours: 35 hours per week excluding one hour break, across at least 5 days . Evening and weekend work is a requirement of this role(including a minimum of 2 evening duty technician shifts per week).

Salary: £26,500 per annum pro rata

Holidays: 30 days including Bank Holidays per annum pro rata
Rising to 31 days after two years' service
Rising to 32 days after four years' service

Probation: Three months

Contract Type: Permanent

Other Benefits:

- Interest-free season ticket loan (after probation) for employees
- Cycle to work scheme for employees
- Complimentary tickets to all Bush productions subject to availability
- 20% discount on food and drink at the Library Cafe Bar
- Access to a confidential telephone counselling service

We are open to suggestions for flexible working as appropriate to the needs of the organisation and show commitments including fixed-term, part-time or freelance contract.

We can also consider applications from people who do not feel they have all the relevant skills yet, but with support and training will meet the criteria within a six month period. Alternatively if your interested in developing to a more senior position we can offer a development programme to support your progression