

## Technician Job Pack

The Bush Theatre is looking for a creative, experienced, and enthusiastic Production Technician to work with the Technical department to realise the creative ambition of our productions.

The successful candidate will play a key role within the technical department, supporting the smooth and efficient day to day running of the technical aspects of the theatre including management of freelance staff, equipment and being a main point of contact for our creatives in achieving their artistic vision.

**Please note that this position requires working on site.**

### How to Apply

We want you to have the opportunity to tell us about yourself and explain why you are right for this position, therefore we ask you to send a CV and a supporting statement in whatever format feels right to you - written (max 500 words), video or sound file (max 5 minutes) or presentation (e.g. keynote or powerpoint), just remember to cover the cover the following points

All applications should address the following questions:

- Tell us about your experience, skills and knowledge that mean you meet the person specification outlined in the Job Description; include demonstrative examples and achievements
- Tell us why this position interests you
- Tell us what you would bring to this role and the Bush Theatre

All applications will be judged on content not on format.

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 People & Culture Manager, Dorothy Ekema-Walla by email [jobs@bushtheatre.co.uk](mailto:jobs@bushtheatre.co.uk) or phone 0208743 3584.

**Deadline for applications:** 23.59 on Monday 29 June 2026

**First Interview date:** Tuesday 7 July 2026

**Second Interview date:** Wednesday 15 July 2026

Interviews will take place **in person** at the Bush Theatre, 7 Uxbridge Road, London, W12 8LJ. The nearest tube stations are Shepherd's Bush Market on the Hammersmith and City Line and Shepherd's Bush on the Central Line.

If you are excited about this role and the work we do want to hear from you even if you don't meet every criteria of the job specification. 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 'I would like to apply through the Minimum Criteria Guaranteed Interview scheme' anywhere in your application.

## **Offer condition**

All offers will be subject to a minimum of two satisfactory references, proof of identity, right to work in the UK.

## **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 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.

## **Background**

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

A champion of playwrights and operating in one of the most culturally diverse areas of London, the Bush Theatre is committed 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 and Shifters by Benedict Lombe which both transferred to the West End and Invisible by Nikhil Parmar which transferred to Off-Broadway. Richard Gadd's Baby Reindeer, Igor Memic's Old Bridge, Waleed Akhtar's The P Word, and Sleepova by Matilda Feyişayo Ibini won the Olivier Award for 'Outstanding Achievement in an Affiliate Theatre' in 2021, 2022, 2023 and 2024 respectively. Not Your Superwoman by Emma Dennis Edwards staged in 2025, included the highly celebrated cast, Golda Rosheuvel and Letitia Wright.

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.

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](#)

## **Technician Job Description**

**Responsible to:** Head of Technical and Buildings

**Working closely with:** Technical Department, Producing Department, Production Teams, Front of House Team

### **Purpose of the role**

Working closely with the technical, production and venue teams, to support the smooth and efficient day to day running of the Technical Department and technical aspects of the Bush Theatre's productions, events and related projects, with a focus on get-in and tech periods where required.

You will act as 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 and support with maintaining all technical equipment as well as keeping up to date with advances in technical equipment that may be used in productions.

The role supports the Head of Technical and Buildings with managing the casual technician pool, recruitment and training and assists in ensuring all work and productions meet Health & Safety requirements.

## **Main Duties and Responsibilities**

### **Productions**

- To work as part of The Bush Theatre's production team with the Head of Technical and Buildings and freelance staff on all activities
- To be a Duty Technician and fire marshall during performances when required (minimum 3 times a week) - powering up equipment for the show, liaising with the Front of House team, troubleshooting and powering down at the end of the evening
- To support the artistic policy of the Bush Theatre and assist the Head of Technical and Buildings as required
- To assist the whole production team in ensuring the production meets Green Book standards, ensure that we always strive to work in the most sustainable way possible and assist the Head of Technical and Buildings in implementing new green procedures and policies
- 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 point of contact for them alongside the Producing Assistant, Senior Producer and Hires and Events Producer as suitable
- To support the Head of Technical and Buildings, on technical aspects of fit-ups and

production week, including rigging, focusing, and plotting lights and sound as necessary;

- To assist with turnarounds and technical teams as required
- To work closely with other departments to ensure the building and all events operate smoothly and efficiently
- In consultation with the Head of Technical and Buildings and Senior 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 Head of Technical and Buildings.

## Equipment

- To ensure that all technical equipment is properly maintained by ensuring equipment is maintained and tested to the highest standards, particularly during maintenance periods, and conducting maintenance and repairs throughout the year, informing the Head of Technical and Buildings of any maintenance requirements or technical problems
- Controlling stock, advising on replacement or additional equipment, and ensuring service records and manuals are retained and updated in conjunction with the Head of Technical and Buildings
- To assist the Head of Technical and Buildings in looking after the building, keeping Front of House areas presentable and carry out Office and Front of House PAT testing
- To maintain the theatre, workshop, electrical store, storage facilities and backstage areas at all times
- 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 assist with all statutory electrical inspections including PAT testing of all company equipment, advising the Head of Technical and Buildings 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 Head of Technical and Buildings and General Manager in implementing all environmentally sustainable initiatives
- To carry out general building maintenance as required.

## Health and Safety

- To abide by and promote the theatre's health and safety policy in conjunction with current health and 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 and safety example to all permanent Bush staff, casual/ freelancers,

volunteers and the public

- To ensure that the Bush safeguarding policy and reporting process is adhered to by all permanent staff, casual/freelance staff, volunteers and the public
- To ensure that all technical staff are familiar with the theatre's fire evacuation procedures, and act as fire marshall as required
- To work closely with the General Manager and Head of Technical and Buildings to implement risk assessments and ensure that all fit-ups are run in accordance with CDM Regulations 2015
- To give health and safety inductions to all visiting companies, freelance staff & contractors in conjunction with the Head of Technical and Buildings
- Be a first aider on behalf of the Bush Theatre.

## Casual Staffing

- In the absence of both the Head of department and the Deputy 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 required
- To work with the Head of Technical and Buildings and Deputy 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 Head of Technical and Buildings accordingly

## 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 work with the Hires and Events Producer and incoming events to realise their technical requirements, making them aware of our capabilities, the costs of hiring technical equipment, and booking casual staff for those events as required
- To assist the Head of Technical and Buildings in looking after the building, making repairs, arranging contractors, and reporting issues
- 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 Technician in a Theatrical venue
- Experience leading a small team on a fit-up or similar
- Good general technical knowledge across Lighting, Sound and Stage
- Good knowledge and practical experience of Health and Safety
- Good 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 (Google Workspace)
- An affinity for the mission and vision of the Bush theatre
- 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**

- City & Guilds electrical qualification
- BS7909 Qualification
- Dante/digital sound desk training and/or experience
- A valid first aid at work certificate
- A full driving licence
- Experience in carpentry and scenic construction
- Experience in using power and workshop tools

## Term and Conditions

These terms are flexible and we are open to this being a part-time or fixed term role.

**Hours:** 35 hours per week, excluding an hour unpaid break. Some weeks may require additional hours agreed with the Head of Technical and Buildings for which TOIL will be given. You will be required to work (on average) three evenings a week, and one Saturday a fortnight, as Duty Technician.

**Salary :** £28,325 per annum pro rata

**Holidays:** 30 days per annum inclusive of Bank Holidays (pro rata)  
Rising to 31 days after two years' service  
Rising to 32 days after four years' service

**Probation:** 1 month during probationary period, 3 months thereafter

**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.
- Enhanced holiday and additional holiday for length of service.
- Birthday holiday.
- Enhanced Maternity, Adoption and Shared Parental Leave policies.
- 20% discount on food and drink at the Library Cafe Bar.
- Access to a confidential counselling service.