



Swing Technician (Lighting)

RECRUITMENT PACK

Perth Theatre and Concert Hall
Mill Street
Perth PH1 5HZ



Who We Are

Central to local cultural life for over 125 years, Perth Theatre and Concert Hall create life affirming, shared experiences in the performing arts that ignite the imagination and make living more meaningful. Our world-class venues, award-winning programming and inclusive learning and engagement projects play an essential role in stimulating positive wellbeing within the communities we serve, benefitting the local economy and raising the profile of the area.

Perth Theatre and Concert Hall is the trading name of Horsecross Arts Ltd, the charitable organisation established in 2005 to run both venues. Horsecross Arts Ltd is registered in Scotland, no. SC301328 and a charity no. SC022400.

"It's one of the things that attracted me to Perth... the cultural life... it seems it's fantastic. There's a great variety in the theatre and the concert hall... we're so lucky!" Audience Member



Our Vision & Mission

"To ensure the performing arts are essential to our communities."

From our base in Perth City and across Scotland at large, our mission is to use the performing arts to inspire, explore, connect, and educate, as sustainably as possible:

Inspire - as a source of entertainment, enlightenment, joy, and wellbeing;

Explore - forging into the new, inventing fresh approaches and developing different ways of working;

Connect - with our communities, meeting their needs, striving to include everyone;

Educate - by supporting learning and training across our whole range of activities for staff, participants, the sector, and future generations.

IDEA – Inclusion, Diversity, Equality & Accessibility

Perth Theatre and Concert Hall is working to ensure our organisation is fully representative of the communities we engage with locally and nationally. We believe in the transformative power of the performing arts and understand that embracing diversity of backgrounds, experiences, skills, cultures, and outlooks is critical to fulfilling our Vision.

We start from a position of inclusion being fundamental to all our activities. We are committed to providing life-enhancing experiences for everyone, whatever their age, background, ethnicity, gender, geographical location, physical or mental ability, religion, sexual orientation, social conditions, work or employment status. Necessarily, our approach steps beyond the letter of the law to achieve this.

Our commitment to IDEA will be central to all our policies and processes, from recruitment and operations to the delivery of our public engagement, performances, and events. Undertaking continual review and training, we will closely monitor, and be transparent about, our progress.

The Role



Job Title: Swing Technician (Lighting Technician)

Hours: On average 39 hours per week (2,028 annualised).

Department: Technical Services

Reports to: Head of Technical Services

Salary: £28,189.20 per annum

Purpose of Role

This role will form a part of our Technical Services division. You will be responsible for delivering a high standard of production and technical support to a wide range of performances across various genres of activity.

As Swing Technician (Lighting Technician), while primarily reporting to the Head of Technical Services, you will on occasion be assigned to a Senior Technician in Lighting, which will vary throughout the year and depending on scope of work required. You will work closely with the Production Team and C&E Team.

You may also supervise Technicians, Casual workers & Freelancers as required, for specific projects or processes. You will also work with external partners such as Touring managers and technicians. While this role will focus on Lighting as a specific bias, you will be asked on occasion to work across other areas such as Sound, Stage and AV.

You will be based at both Perth Theatre and Concert Hall and will be required to work across both spaces.

You may be asked to tour with productions and undertake other projects off site on occasion and may be required to tour in the UK and Overseas .

Duties and Responsibilities

- Take a proactive approach to your work, keeping afresh of industry developments, skills passed down from colleagues and your own learning you will ensure you are familiar with the safe and effective techniques to deliver seamless production support in both theatre and live events;
- Develop your skills to support the delivery of all technical functions across the business, supporting fit ups, get-outs, focuses, plotting and sound checks as well as operating FOH or on flies for smaller events when required;
- Assist with general maintenance;
- While the focus of this position is Lighting, you may also be required to work across other disciplines within the technical services division remit, this will include (although not limited to) Stage, AV & Sound;
- Support the practical operation of the facilities, welcoming backstage performers and crew as well as ensuring building systems are running as required for events;
- Undertake operation of events and performances and act as either the duty technician, duty venue rep or duty stage manager as required. Working with visiting companies, facilitating their visit to our premises, and supporting them achieve their production in our venues, while ensuring protection of our systems, facilities, equipment and people;
- Undertake basic administrative duties, reporting and record keeping;
- Undertake format changes, fit ups, get ins, get outs, including preparation and setting up of facilities for meetings, workshops, concerts, and events;
- Undertake stage duty shifts as well as acting as a supporting technician for visiting companies and on our own productions;
- Operate cameras, follow spots, oversee building operation, and act as stage crew as required.

Supervision

- Periodically, as assigned, lead on Format Changes, Technical set ups, gets ins and get outs when required to do so, ensuring that all safety procedures are followed, equipment is handled safely, systems set up accurately and the facilities presentable;
- You will support the team by taking on occasional small projects where seasonal pressures require;
- When acting as stage duty you will supervise the activity by all persons on stage and as duty technician support this role;
- You will also supervise the building operation, ensuring systems are running correctly and securing the building when required. In an emergency you may be in charge of the immediate implementation of the emergency plans;
- To be on the emergency call out rota for the buildings out of hours.

Technical Team

Alongside your colleagues in the technical team, you will support all aspects of the department's workload using your skills across all disciplines to deliver the company program of work, including stage duties, fly duties, fit ups, get outs, format changes, technical cover and building duty shifts. You may be invited to design on shows.

Health and Safety

- Ensure you keep up to date with current H&S regulations relevant to the industry and any changes to procedures made within the company;
- Ensure a safe working environment and that all safe practices are adhered to including house policies, SSOW and compliance with statutory obligations, keeping suitable records maintained;
- Risk assess your areas of work and ensure that all hazards are suitably and effectively controlled.

Responsibilities of all staff

- Contribute to an enthusiastic, positive work climate within the organisation;
- Be aware of the work of other departments in the achievement of the company's charitable objectives;
- Take an active part in communicating and co-operating with other staff and departments;
- Follow all PTCH guidelines, policies and procedures;
- Work in accordance with PTCH Equality & Diversity Policy;
- Be aware of and comply with rules and legislation pertaining to Health & Safety at Work;
- Take an active part in achieving high standards of customer and client care;
- Support green and sustainable initiatives;
- Be GDPR compliant;
- Undertake other duties as may be reasonably required by the organisation.

Person Specification

You will be highly motivated and experienced with a passion for the delivery of performances and events. You will have experience of working in a live environment and be practiced at working with creative individuals to assess and deliver on their needs.

You will work closely with across the team to ensure that suitable consideration and planning is made for the delivery of technical aspects on all projects and will openly share your knowledge and understanding of practical delivery to ensure a smooth production process.

Your background may be in theatre or live events or a mixture of both, and you will bring with you a desire to deliver exemplary production standards across various genres, styles and disciplines of work.

You will have the responsibility of being a key holder.

Most of all, you will bring your enthusiasm for the performing arts.

We are looking for a strong track record and skills in the following areas:

Essential Skills & Experience

- A qualification in live events or production, other suitable qualification, or demonstrable experience;
- At least 1 years' experience in a technical/production role in a theatre, concert hall or similar performance environment;
- Understanding of Lighting, Sound and A/V principles with a willingness to learn more;
- Ability to carry out manual tasks and work at height;
- First aid training (or willingness to be trained);
- Excellent understanding of both Microsoft and Apple systems;
- Understanding of Health and Safety in live production.

Desirable

- IPAF Qualification;
- Experience with rigging, focusing and operation of lighting desks;
- Experience with setting up basic sound systems and operation of desks;
- Experience of working with designers and delivering systems to meet their needs;
- Experience with EOS software;
- Experience with GrandMA software;
- Experience with Yamaha QL/CL series;
- Experience with Qlab;
- Dante Level 1;
- Rigging or flying experience;
- Inservice inspection and testing (PAT);
- Experience of OSC programming;
- Experience with PASMA;
- Driving Licence.

The post holder may be required to join the PVG scheme.

*This is not an Equity Contract

Terms and Conditions

Salary: £28,189.20 per annum

Evening and weekend work are a requirement of the post.

Hours of Work: You will work an average of 39 hrs per week, this will be annualised at 2,028 per year. The year runs from 1st September – 31st August.

How to Apply

Deadline: Thursday 13 August 2026 (12 noon)

Interviews: w/c Monday 17 August 2026

If you would like further information about this role, please contact:

rhuaric@perththeatreandconcerthall.com

To apply, please submit your CV and a covering letter detailing relevant experience and interest in the role to:

recruitment@perththeatreandconcerthall.com