



# Senior 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:** Senior Technician - Lighting

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

**Department:** Technical Services

**Reports to:** Head of Technical Services

**Salary:** £31,434 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 Senior Technician – Lighting, you will work closely with other Technical Teams, Production Teams, Venues Team, C&E Team & L&E Team. You will supervise Technicians, Casual workers & Freelancers as required, for specific projects or processes. You will also work with external partners such as Designers, Touring Managers, and Technicians.

You will be based at both Perth Concert Hall and Perth Theatre 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, which may include overseas tours.

## Duties and Responsibilities

### Supervision

- Supervise the team on the projects you are overseeing, ensuring they are scheduled appropriately and informed of the work to be undertaken;
- Take on day-to-day supervision of a varying proportion of the technical pool ensuring they are supported and respond to absences;
- Support the whole technical pool with challenges and difficulties in your area of expertise. This may include out of hours support;
- Support the development of the wider team to expand their skills and expertise. Provide training to all members of the Technical Services team on Lighting specialisms;
- Support the Head of Technical Services in ensuring the technical pool are clear on their tasks, duties and responsibilities;
- Ensure that team members time is fully utilised and productive time is maximised.

### Specialist

- Responsible for ensuring you are familiar with current, safe and effective techniques for the delivery of sound craft in both a Theatre and Live events environment;
- Work to ensure that all Lighting equipment is thoroughly maintained, compliant and ready for use as required;
- Ensure the practical delivery of productions working both with production managers, designers other departments and colleagues within the technical team to ensure delivery of safe and effective Lighting solutions;
- Use your skills to fit up, de rig, program and operate as well as act as Duty Stage Manager and venue representative as required;
- Share your skills with our community as a core of our Learning and Engagement program;

- Attend production meetings, undertake advance preparations, testing, and facilitation for productions and support the progression of performances from start to finish as required;
- Ensure Lighting activity meets safety standards and ensure the maintenance of the areas under your control;
- Support visiting companies and individuals throughout their time back of house, ensuring safe systems are communicated;
- Ensure that all areas back of house are maintained clean, tidy and presentable;
- Support the Head of Technical in planning logistics, fit ups, get outs and rotating;
- Train technicians and crew, and any other staff who undertake Lighting roles and ensure clear procedures are in place;
- Oversee the fit up and de rig of house productions on stage;
- To have a full knowledge of back of house evacuation procedures;
- Ensuring that in-coming equipment Perth Theatre and Concert Hall Health and Safety standards.

### **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. 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;
- Ensure that all equipment under your control is compliant and work with the Head of Technical Services to ensure routine inspections take place and repairs are made in a timely fashion;
- Ensuring 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;
- Support the Head of Technical Services in the promotion of and delivery of a safe working environment as well as a positive health and safety culture.

### **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 a highly motivated, experienced with a passion for the delivery of performances and events. You will have experience of in a live environment and be practiced at working with a range of 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 stage 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 keyholder.

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 suitable technical/production qualification, or at least 5 year's experience in a similar role, with specific knowledge of current stage & practice;
- Experience with Networking and DMX signal distribution;
- Experience with Power distribution;
- Experience of specification, rigging, focusing and operation in a live environment;
- Experience of lighting design for theatre;
- ETC EOS Programming;
- GrandMA Programming;
- Understanding of OSC set up;
- Experience managing casual staff;
- Experience undertaking risk assessments;
- Able to undertake physical tasks (including working at height);
- Good communication skills;
- Good demonstrable working knowledge of Microsoft & Mac operating systems;
- Ability to carry out manual tasks and work at height;
- First aid training (or willingness to be trained).

### Desirable

- Experienced of having advanced shows with both in house and incoming production teams;
- IPAF certificate;
- Knowledge of Vectorworks software;
- NA7909 qualification;
- Design experience;
- Inservice inspection and testing qualification;
- IOSH Managing Safely qualification;
- Driving licence;
- Experience of working with children;
- Knowledge of sound, rigging, flying, and AV control.

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

*\*This is not an Equity Contract*

## Terms and Conditions

**Salary:** £31,434 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 11 June 2026 at 5:00pm

**Interviews:** w/c Monday 15 June 2026 (in Perth)

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

**[darrenc@perththeatreandconcerthall.com](mailto:darrenc@perththeatreandconcerthall.com)**

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

**[recruitment@perththeatreandconcerthall.com](mailto:recruitment@perththeatreandconcerthall.com)**