



Theatre Technician (Lighting Bias)

Job Title:	Theatre Technician
Reports to:	Technical & Production Manager
Direct reports:	None
Contract type:	Permanent, full-time, with a three-month probationary period.
Pay Grade:	£30,500
Contracted hours:	35 per week any 5 days over 7 Due to the nature of this post, a great deal of flexibility to actual working hours will be required; and evening and weekend duties will be required, as necessary.
Location	Cumbernauld Theatre at Lanternhouse, Cumbernauld

About Us

Cumbernauld Theatre is a regional performing arts venue serving Cumbernauld's population of 55,000+ and the surrounding communities of North Lanarkshire and the Northern Corridor, as well as neighbouring areas including Falkirk. The organisation presents a programme of diverse, professional performing arts and cinema events, opportunities for the local community to take part in creative activities, development support for Scotland's creative performing arts sector and, in partnership with North Lanarkshire Council, provides an excellent venue for local community performing arts organisations to present their own work. With a 60-year history of producing our own work, we continue to support emerging directors and creatives.

Our Vision

To be the cultural heart of Cumbernauld in North Lanarkshire, engaging our communities and strengthening Scottish performing arts.

We bring people together through performances on stage and screen, provide opportunities to create and take part in the arts and help develop Scotland's performing arts professionals.

Our Values

- We believe in what we do, who we do it for and with.
- We take care of those we engage with and each other.
- We listen, learn and adapt to the needs of our communities

MAIN DUTIES & RESPONSIBILITIES

- Use specialist expertise in sound, lighting, AV, and stagecraft to deliver the technical requirements of all Cumbernauld Theatre events and productions
- Prepare performance spaces for productions, including rigging, focusing, plotting, operating technical equipment, and working at height in line with safety procedures
- Welcome and support visiting companies with get-ins/outs, stage work, technical operation, and ensuring awareness of fire, security, and health and safety procedures
- Operate, inspect, maintain, and organise technical equipment and stage areas, reporting faults and supporting scheduled maintenance, including PAT testing
- Liaise with the Technical and Production Manager to plan upcoming events, review past events, improve departmental efficiency, and coordinate technical and stage requirements
- Assist with the recording, archiving, digital production, and technical design of in-house work across lighting, sound, AV, and stagecraft
- Support the organisation and maintenance of props, wardrobe, workshop, sets, and technical storage areas
- Maintain safe working practices by assisting with risk assessments, keeping technical areas tidy, ensuring fire exits remain clear, and reporting building maintenance issues
- Assist with the construction, deconstruction, loading, and unloading of sets, props, and equipment in line with production schedules
- Promote the venue, its programme, and the work of CTT, while undertaking ongoing professional development and any other reasonable duties required

PERSON SPECIFICATION

	<i>Essential</i>	<i>Desirable</i>
Qualifications and Training	<ul style="list-style-type: none"> • Relevant Technical Theatre qualification or equivalent experience • 2 years of relevant professional experience within an arts venue • Manual Handling • Working at Height 	<ul style="list-style-type: none"> • Driving licence or commitment to passing your test • ETC training • IPAF
Knowledge and Experience	<ul style="list-style-type: none"> • Knowledge of, and ability to, operate stage lighting, sound systems, AV, video and streaming technologies, and rigging • Familiar with health and safety regulations and procedures within a theatrical setting, ensuring that all equipment and systems are operated and maintained in a safe manner • An eye for detail, able to work with precision and accuracy 	<ul style="list-style-type: none"> • Familiarity with contemporary theatre, performing arts, and the local community • Experience with rigging, flying, and professional cinema equipment • Working knowledge of Dante and QLab programming • Specialism in lighting or carpentry, with workshop/scenic experience • Experience working with community groups
Aptitudes and Skills	<ul style="list-style-type: none"> • Self-motivated team player able to work under pressure and meet tight deadlines • Strong organisational, time management, and multitasking skills • Excellent communication and IT skills • Positive attitude with a willingness to learn and develop 	<ul style="list-style-type: none"> • Stage Management
Personal Qualities	<ul style="list-style-type: none"> • Strong commitment to community impact and CTT's values and vision 	<ul style="list-style-type: none"> • Interest in Theatre and Performing Arts

	<ul style="list-style-type: none">• Professional, hardworking, and committed to high standards• Able to build effective internal and external working relationships• Confident and professional in representing the organisation• Calm, adaptable, and effective under pressure and in changing circumstances• Friendly, approachable, and engaging• Committed to ongoing personal and professional development• Flexible approach to work	
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Pension: We operate an auto enrolment scheme to which both employee and CTT will make monthly contributions. The employee has the option to opt out of the scheme if preferred.

Location: Cumbernauld Theatre, South Kildrum Ring Road, Cumbernauld, G67 2UF.

Contract: Permanent

Contracted Hours: Full-time hours are 35 hours per week (exclusive of meal breaks) any 5 days out of 7, to include evening and weekends. Additional hours during busy periods may be necessary to fulfil the requirements of the role. No additional salary will be paid for weeks that require additional hours, however time off in lieu for extra hours worked will be given wherever reasonably possible. These must be authorised in advance.

Holidays: 25 days per annum (increases to 30 days on completion of five years' service) plus 9 Public holidays, 4 of which are fixed and 5 that can be taken flexibly by mutual agreement.

Right to Work: The successful applicant will be required to provide documentation under the Immigration, Asylum and Nationality Act 2006

References: Offers of Employment are subject to the receipt of satisfactory references.

Additional Benefits: A staff discount scheme applies to all employees for cinema, performances and the bar/kiosk.

Notice period: 1 Month

Note: This role includes working at height and manual handling. The job description is a guide to the nature of the work required for this position and is neither wholly comprehensive nor restrictive.

The post-holder will be required to pass a Standard Disclosure Scotland background check

We strongly encourage people with disabilities and people who are from ethnically or culturally diverse backgrounds to apply as we are keen for our team and work to be informed and representative of the diverse community we serve.

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