

HOW TO APPLY

We're trying to make our application process as open and accessible as possible, so if you are experiencing any barriers to accessing the information, and would like this pack in a different format, or would like to submit your application in a different way, then please contact our recruitment team via the email address below, or by calling us on 0151 706 9113. We're always happy to discuss any requirements that candidates may have as a disabled person; someone with parental or caring responsibilities; or other reasons, and we'll always try to make any adjustments possible to make participation easier.

Please read all the information in this job pack and then submit a CV and / or a covering letter or email to tell us about yourself and your experience; to share with us your reasons for applying for the post and any other information you believe is relevant.

We'll shortlist based on how each candidate meets the person specification and shows us how they would fulfil the job description, but we believe that even if someone doesn't have all the experience we're looking for, they might still have the values and qualities that would make them a great asset to the team, so please don't be put off from applying because you don't feel you have all the experience. If you'd like to have an informal conversation about the role in advance of application, this can be arranged via the email address below.

The deadline for applications is **Monday 7th April at 10.00am.**

Interviews will take place in Liverpool in the **w/c 14th April 2025**

Applications should be sent to: recruitment@everymanplayhouse.com

Please also complete the equal opportunities monitoring form via <https://www.surveymonkey.com/r/S3CN2XC>; a summary of our Equal Opportunity Policy is also available on the website. All applicants will be advised on the outcome of their application in writing. Any offer of employment will be subject to the receipt of evidence of the right to work in the UK as defined under current legislation.

HELLO,

Thank you for your interest in the role of **Senior Technician – General**

It's a great time to join the theatres, run as a charity by the Liverpool and Merseyside Theatres Trust. We're a local creative powerhouse with national and international impact, driven by a love for theatre, our city, and the belief that theatre can transform lives.

We believe our theatres can be a vital focus for the communities in the Liverpool City Region, telling stories which are compelling locally and nationally, supporting and attracting talent and contributing to Liverpool's reputation as one of the country's most vibrant cultural cities.

Across our theatres - one a 440-seat thrust, the other a 670-seat proscenium - there's an opportunity to produce and present the richest range of work for the widest audience.

In 2025 we look forward to an ambitious and dynamic programme of work across all of our performance spaces, as we do our best to be a place where everyone in Liverpool can feel safe, heard and included in asking big questions about the world we're living in. Underpinning our artistic approach is a commitment to supporting creatives and producers from diverse backgrounds to develop more work with commercial and tour potential; and thereby achieve longer and more sustainable careers in the arts.

Read on to find out more. We look forward to hearing from you.



Mark Da Vanzo | Chief Executive
Nathan Powell | Creative Director
Ros Thomas | Finance Director

OUR VISION, MISSION, VALUES



OUR VISION

We will be the most relevant change making theatre, artistically innovative, talent enhancing, socially impactful, and representative of everyone.

OUR MISSION

The use of the power of theatre to inspire entertain and nurture positive social change.

OUR VALUES

COLLABORATIVE

We listen, we share, we co-create.

CREATIVE

We believe in the power of creativity to inspire and change lives.

COMPASSIONATE

We are open-hearted, generous and supportive.

COURAGEOUS

We are daring and brave - a voice for things we believe in.



LIVERPOOL
EVERYMAN



LIVERPOOL
PLAYHOUSE

DIVERSITY, EQUALITY & INCLUSION

We have established relationships in the communities of Merseyside, nurtured through an extensive and innovative outreach and education programme, and believe passionately that the creation, delivery and experience of the highest quality theatre must be open to all. We nurture and develop the artists and creative workforce for tomorrow through our award-winning Young Everyman Playhouse programme (YEP). YEP is much more than a youth theatre, it is a multi-disciplinary talent development programme. We want YEP members to progress to work in our theatres, on our stages and in the local theatre ecology, as well as influencing and making theatre nationally and internationally and bringing new ideas, work and practice back to Liverpool.



Tell Me How It Ends by Tasha Dowd
© Andrew AB Photography

"I was blown away by the talent of the young actors and the writer. It's wonderful that the Everyman supports and encourages young talent."

Audience Feedback on *Tell Me How It Ends*
by Tasha Dowd [YEP Graduate]



THIS IS NOT A CRIME (this is just a play...)
by YEP Actors 2023

"YEP is a place that had allowed me to create strong relationships with my peers and be part of a community that is compassionate towards one another. For these reasons being a part of YEP will help me improve my qualities not only as an actor but also as a person." Feedback from YEP Graduate

We are committed to diversity and equality and expect all staff to be active in promoting diversity and supporting people to experience our work and buildings. In 2020, we brought together a group of Trustees, staff and co-opted external members to form a [Diversity Action Group](#), considering the actions we could take as an organisation to

progress our commitment to diversity. We recognise that our workforce is not as representative as we would like it to be and are committed to real and positive change.

What does this mean in terms of recruitment?

It means that some of the things we will do are:

- recognise that lived experience can be as valuable as industry experience or qualifications.
- actively advertise and promote jobs to specific groups or organisations.
- try to find long term progression routes within the company and identify opportunities for people to learn about the jobs we have available
- make sure that the Theatres are a safe space for all employees, and that everyone receives the support they need

What we won't do is:

- Shortlist applicants based on any protected characteristic if we don't believe they could do the job
- Offer someone a role solely based on them having a particular protected characteristic, even though we feel they're not suitable for it, and in which they won't thrive.

Most recently we've been working with the Anthony Walker Foundation to ensure staff receive anti-racism training, and that there is accountability and collective understanding of what anti-racist actions we can take as individuals and collectively as an organisation.

With all this in mind, we particularly welcome applications from ethnically diverse and disabled applicants, and we are a Disability Confident Employer. We are also a strategic partner with PiPA (Parents and Carers in Performing Arts – www.pipacampaign.org), who campaign to enable and empower parents, carers and employers to achieve sustainable change in attitudes and practices in order to attract, support and retain a more diverse and flexible workforce. We are always happy to discuss solutions that allow people to balance their caring responsibilities with their working lives, and we look for equity of opportunity for anyone living with a protected characteristic that has adversely impacted their employment opportunities.



JOB ROLE: SENIOR TECHNICIAN - GENERAL

Responsible to: Technical Manager

May also report to: Head of Production & Production Manager

Responsible for: Technicians, Freelance and Casual Staff

PURPOSE OF ROLE

- Alongside other senior technicians, deliver the provision of lighting, sound, video and staging, throughout LMTT's work. This will include in house shows, visiting work, community productions and events.
- To line manage the junior technical positions, and help them to develop their skills across the breadth of the technical department.
- To maintain equipment and spaces to the highest possible standard.
- To contribute to the efficient day to day operation of the production department and wider organisation.
- To ensure the highest level of health and safety applies across all production activities.

VISION, MISSION & VALUES

Key to all roles within the Liverpool Everyman & Playhouse, is each person's absolute commitment to the organisational vision, mission and values which are as follows:



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OUR MISSION

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Implicit is an absolute commitment to equality, inclusion and diversity, representative of the Liverpool City Region, advocating our role in its civic duty to the city.

MAIN DUTIES

Theatre Programme

- To help creative teams realise their vision within allocated resources.
- Prepare or construct lighting, sound, video, and stage equipment and practicals for use in productions.
- To run get-ins, fit ups, performances, strikes and get outs of allocated productions, including working during evenings and weekends.
- To manage a team of technicians on a show, ensuring that they are working safely, to their best, and that you are passing on skills as required.
- Perform production duties including:
 - Installation and rigging of lighting, sound, video, and stage equipment.
 - Programming and operation of lighting, sound, video, and stage equipment
 - Lighting, sound, video, and stage duties on shows as scheduled by the Technical Manager.
 - Attend meetings, rehearsals, performances, get-ins, and get-outs as required.
- To ensure that you are always aware of what activities are happening within the theatres, what your role is in this activity and that you are prepared in advance to be able to perform to your best.

Line Management

- To line manage the junior level of theatre technicians. This will include:
 - To hold regular one to one meetings.
 - Management of Holidays and working hours (alongside the Technical Manager).
 - To support their skills development and ensure that staff are fully delivering their job roles.
- Be a role model in the way you perform your role.

Skills Development

- Support the Head of YEP Technical in the delivery of the YEP programme and productions.
- Participate in our Young People and community work, including demonstrating work to young people and provision of design services, as required.

Commercial Programme

- Liaise with other departments to facilitate the delivery of events, acting as technical coordinator on specified projects and attending project meetings as required.

Departmental Responsibilities

- Deputise for the Technical Manager in their absence.

- Maintain and encourage exemplary standards and practise in all departmental areas.
- Perform maintenance tasks as directed by the Technical Manager or as needed.

Health and Safety

- Maintain and encourage high levels of health and safety at all times.
- Carrying out Risk Assessments as required.
- With the Technical Manager ensure all relevant departmental Health and Safety documentation is in place and reviewed regularly and ensure suitable safe systems of work are in place for all departmental activities.
- Maintain exemplary levels of housekeeping and cleanliness in all work areas.

General

- Participating in cross- departmental project teams to deliver the aims of LMTT
- Performing your role in accordance with the company's Staff Handbook, incorporating LMTT's Values.
- LMTT is committed to the safeguarding of children and people to whom we have an enhanced duty of care, and therefore may at their discretion require any member of staff to submit a satisfactory enhanced check from the Disclosure and Barring Service (DBS), depending on the activities they are carrying out.
- LMTT is committed to diversity and equality and expects all staff to be active in promoting diversity and supporting people to experience our work and buildings.
- This Job Description is not exhaustive, and it will be reviewed regularly to ensure that it reflects the evolution of the company, and the skills and personal development of the post-holder; a flexible approach to work in all roles is essential.

PERSON SPECIFICATION

Essential experience, knowledge and skills	Desirable experience, knowledge and skills
Management	
To have experience in supporting others to develop their skills.	Experience/Knowledge of: <ul style="list-style-type: none"> • staff appraisal, • staff supervision. • team management.
Excellent communication skills.	
To be reliable, confident, assertive, and diplomatic.	
Sound	
A knowledge of a wide range of theatre sound equipment.	In depth knowledge of Digico sound desks.
Experience using Qlab.	
Experience with digital sound desks.	
Experience setting up and mixing live sound.	
An ability to fault find within a sound system to solve any issues which might occur.	
Video	
Experience setting up projectors and video sources.	Significant skill using video editing software.
	Experience running projection from a computer including mapping video on to set elements.
Stage	
Good practical stagecraft skills.	Experience operating and using a Nomad automation system.
Experience of counterweight flying, including using them during fit ups, show running and get outs.	Experience of carpentry, welding or other set building skills.

Experience of automated flying or an ability to quickly learn new computerised systems.	
An understanding of how theatre sets are put together on stage.	
Experience using power tools.	
Health and Safety	
A working knowledge of current Health and Safety legislation and how it applies to theatre.	A formal health and safety qualification.
Experience of writing risk assessments.	
General	
Experience of the theatrical process including rehearsals, fit ups, technical rehearsals, previews and get outs.	A full, clean driving licence.
Experience of both producing and receiving productions.	
An ability to get on well with others, including other members of the department, creative teams and cast.	
To have a high standard of verbal and written communication skills.	
Excellent IT skills.	
Punctuality and reliability.	
A willingness to work hard and sometimes in anti-social hours to deliver the best possible productions to our audiences.	
Ability to understand and interpret technical drawings, plans, models and other theatre documentation.	
To be comfortable working at height.	

MAIN TERMS AND CONDITIONS OF EMPLOYMENT

Tenure:	This is a permanent contract, and is subject to probationary period of 6 months.
Reporting to:	Technical Manager
Salary and Hours:	£31 199 per annum for 39 hours per week. This is made up of a basic wage of £27 040 for 35 hours per week plus a buy out of £4 159 for an additional 4 hours per week. The length of the working week is variable, with hours annualised across the year. Get outs are paid at the UK Theatre / BECTU Agreement rate, and those hours do not count towards annualised hours. Overtime will be paid at single time extra for work on Sundays and Bank Holidays. The postholder will be required to work during evenings and weekends.
Annual Leave:	28 days per annum, pro rata (inclusive of all statutory English bank holidays). This rises to 30 days after 3 years, and 33 days after 5 years' service. Holiday year runs from 1 January – 31 December.
Notice Period:	One week during probation; two months thereafter.
Pension:	The Company operates an auto-enrolment pension scheme. This employment is not contracted out of SERPS (the State Earnings Related Pension Scheme).
Place of Work:	Mainly at the Everyman and Playhouse Theatres.

Additional Benefits:

The Theatres offer several discretionary benefits including:

- Interest-free Season Ticket Loans with Merseytravel.
- Membership of a healthcare cash plan: Paycare (including an Employee Assistance Programme and 24-Hour GP Telephone Consultation Service).
- Free and / or discounted tickets for performances.
- Discounts on our food and drink offer.

All other terms as detailed in Staff Handbook.

**LIVERPOOL
EVERYMAN**

5-11 Hope Street
L1 9BH

**LIVERPOOL
PLAYHOUSE**

Williamson Square
L1 1EL

everymanplayhouse.com

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We are a registered charity (1081229) and gratefully acknowledge the continued support of Arts Council England, Liverpool City Council, our donors, patrons, partners and our audiences.



Supported using public funding by
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ENGLAND**

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Liverpool**



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