

Job Description

Lighting Technician

Northern Ballet

Department: Technical Department / Lighting

Reports to: Head of Lighting and Sound, Deputy Head of Lighting

Direct Reports:

- Freelance Staff and Venue Technical Staff

Location: Northern Ballet, Leeds with extensive UK and international touring as required.

Contract: Full Time, Permanent

Job Purpose

The Lighting Technician is a key member of Northern Ballet's Technical Department, responsible for the preparation, installation, operation, maintenance, and safe delivery of all lighting and associated sound systems for rehearsals, performances, and events.

Working under the direction of the Head of Lighting and Sound, and the Deputy Head of Lighting, the postholder will support the delivery of Northern Ballet's extensive touring programme across the UK and internationally. The Lighting Technician will contribute to the highest artistic and technical standards, ensuring productions are presented consistently and safely in all venues.

The role requires strong technical expertise, excellent communication skills, and the ability to lead and supervise venue technicians and freelance crew during production fit-ups, performances, and get-outs.

Key Responsibilities

Production Operations

- Rig, install, focus, programme, and operate lighting systems for rehearsals, performances, special events, and touring productions.
- Assist in the operation and deployment of sound systems, audio playback equipment, and associated infrastructure as required.
- Support the delivery of all production lighting requirements, ensuring artistic and technical standards are maintained.
- Assist in the preparation and implementation of lighting plots, paperwork, and venue-specific adaptations.

- Participate in all production activities, including fit-ups, technical rehearsals, performances, maintenance periods, and get-outs.
- Construct, install, and maintain practical lighting and special effects as required by productions.

Touring

- Tour extensively throughout the UK and internationally as required.
- Represent Northern Ballet professionally within receiving venues and partner organisations.
- Work closely with local venue technical departments to ensure productions are delivered efficiently and safely.
- Support the loading, unloading, packing, transportation, and storage of technical equipment.
- Adapt production systems to suit varying venue configurations while maintaining artistic integrity and operational safety.

Equipment Maintenance

- Maintain lighting, sound, and associated production equipment to a high professional standard.
- Undertake routine inspections, testing, servicing, and fault-finding activities.
- Assist in the maintenance of production control systems, networking infrastructure, dimming systems, and fixtures.
- Maintain accurate equipment inventories and records.
- Report equipment defects and recommend repair or replacement requirements.

Crew Supervision

- Lead and supervise venue technicians, casual staff, and freelance crew during fit-ups, focuses, performances, and get-outs.
- Allocate tasks and monitor work to ensure activities are completed safely, efficiently, and to the required standard.
- Provide technical guidance and instruction to local crews regarding Northern Ballet's production requirements.
- Foster positive working relationships with venue staff, contractors, and freelance technicians.
- Ensure all crew members follow agreed working practices, risk assessments, and health and safety requirements.

Health, Safety and Compliance

- Ensure compliance with all relevant health and safety legislation and Northern Ballet policies.
- Promote safe working practices throughout the department.
- Ensure safe working practises when working at height, using access equipment, and handling electrical systems.
- Participate in the preparation and implementation of risk assessments and method statements.
- Maintain safe, tidy, and organised workspaces both in-house and on tour.

Wider Organisational Support

- Contribute to the wider strategic development of the Technical Department.
- Support organisational planning for future productions, capital investment and resource development.
- Assist colleagues across the Technical Department to ensure successful delivery of Northern Ballet's activities.
- To aid in the development of Northern Ballet Technical staff through the sharing of skills and knowledge.
- Identify opportunities for operational improvement, innovation and efficiency.
- Maintain awareness of developments in Lighting Technology.

- Support the Audiences and Communications Department with marketing photography, promotional activities and media projects where technical input is required.
- Support Development and Fundraising activities through the provision of lighting or sound related materials, demonstrations or events when required.
- Participate in public engagement, educational and outreach activities as appropriate.

Person Specification

Essential Knowledge and Experience

- Experience working within professional theatre, dance, opera, or live performance environments.
- Experience rigging, focusing, operating, and maintaining professional theatrical lighting systems.
- Experience working on touring productions.
- Experience supervising venue staff, freelance technicians, or casual production crew.
- Experience of fault finding and maintaining technical equipment.

Essential Skills

- A proven track record of working in No.1 Uk Touring Theatre
- A solid understanding of Health and Safety, and good practise within the theatre industry.
- Working knowledge of ETC Apex lighting consoles and associated ETC control systems.
- Working knowledge of Theatrical Dimming and Power systems.
- Working knowledge of Sound systems and digital mixing consoles.
- Working knowledge of wiring, working with LED / Pixel tape and soldering.
- Ability to work safely at height.
- Knowledge of DMX, lighting networking, and control protocols.
- Experience with LED fixtures, moving lights, dimming systems, and power distribution.
- Ability to interpret lighting plots, technical drawings, and production documentation.
- Knowledge of theatre sound systems and audio playback equipment.
- Excellent leadership and people management skills.
- Excellent planning, organisational and project management skills.
- Strong problem-solving and decision-making ability.

Desirable

- Good IT skills, Microsoft office or similar and CAD Vector Works or AutoCAD
- Knowledge of the Yamaha Rivage Digital Control Surface.
- Experience of overseas touring.
- Mid and large-scale touring experience.
- Experience of managing staff.
- Full UK driving licence.
- Current Passport

Personal Attributes

- Collaborative and approachable.
- Highly organised and detail oriented.
- Resilient and adaptable under pressure.
- Commitment to maintaining and improving the highest artistic, technical, and safety standards.
- Pro-active; able to self-motivate and use own initiative in the absence of clear guidelines by identifying tasks, projects and/or potential problems in advance.

Key Working Relationships

Internal

- Head of Lighting and Sound
- Deputy Head of Lighting
- Stage Management
- Stage, and Workshop teams
- Artistic staff
- Dancers and Company Members
- Technical Director
- Studio Technical Manager
- Head of Estates and Facilities

External

- Venue Lighting and Sound Technicians
- Freelance Technicians and Casual Crew.
- Lighting and Set Designers and Associate Designers.
- Equipment Suppliers and Service Providers.
- Haulage and Logistics Providers.
- External Production Partners

Decision Making Authority

Under the direction of the Head of Lighting and Sound and the Deputy Head of Lighting, the Lighting Technician is expected to exercise professional judgement in the day-to-day delivery of Northern Ballet's lighting and sound operations. The postholder will be responsible for identifying and resolving routine technical issues, prioritising workloads, and ensuring equipment is maintained, prepared, and deployed effectively to support rehearsals, performances, and touring activity. The role requires the ability to make operational decisions during fit-ups, focuses, rehearsals, performances, and get-outs, including adapting systems to suit venue-specific requirements while maintaining the artistic and technical integrity of each production. The Lighting Technician will oversee and direct venue technicians, freelance crew, and casual staff, ensuring work is carried out safely, efficiently, and in accordance with Northern Ballet's production standards and health and safety procedures. The postholder is also responsible for identifying equipment faults and recommending appropriate repair, replacement, or maintenance actions, escalating significant technical, operational, budgetary, staffing, or health and safety matters to the Head of Lighting and Sound or Deputy Head of Lighting as appropriate. While the role has responsibility for supervising technical crews and managing operational activities on site, authority for expenditure outside approved budgets, changes to production design, and formal personnel matters remains with the appropriate manager.