

## Job Summary

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### Head of Lighting

**Responsible to:** Technical Director

**Responsible for:** Deputy Head of Lighting,  
Lighting Technician,  
freelance and casual  
Lighting Technicians and  
Operators.

**Salary:** £41,200 per annum plus some overtime.

**Benefits include:** Contributory pension  
scheme; Season Ticket  
Loan Scheme;



Training and Development  
opportunities.

**Holiday:** 25 days per annum pro rata, rising by one day for each full financial year worked to a maximum of 30. 3 days per annum can be specified as annual leave by Young Vic management.

**Probationary period:** 3 months

**Notice period:** 1 month during probation period and 3 months thereafter

## **The Production Department:**

The purpose of the Production Department is to oversee and deliver all the technical elements of the Young Vic's programme – this includes our productions, projects and events, in the main house, studios, digital 'stages', and across the creative engagement and talent development departments.

Members of the Production Department work collaboratively together to realise the full potential of our productions and our company, by building and maintaining strong relationships with freelance and in-house creative teams and other artistic personnel. This includes developing and evolving an inclusive, accessible



and innovative culture, committed to our journey towards becoming an actively anti-racist organisation.

## Job Description

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### Head of Lighting

#### Key Objective:

To work collaboratively as part of the Production Department in achieving the highest standards in the delivery of technical requirements for Young Vic Productions and related projects. To take responsibility for the delivery and management of lighting requirements for Young Vic productions and related projects.

#### Production Responsibilities:

- Work with creative teams and Production Managers of individual productions to realise

the production's lighting design to the highest standards.

- Run lighting fit ups, get outs & technical rehearsals.
- Provide costings for individual productions lighting requirements. Working with the Production Manager to achieve designs within budgets.
- Working with the Production Manager & other Heads of Departments to create schedules for productions.
- In conjunction with the Head of Sound & Production Manager, plan and supervise video requirements on productions.
- Recruiting, managing and scheduling of lighting operators and technicians, in liaison with the Technical Director.

- Program lighting desks in all spaces, as required.
- Act as Production Electrician across all spaces and productions as required.
- On occasion to act as Associate Lighting Designer on productions.
- Provide show cover, if required.

## **Departmental Responsibilities:**

- To actively contribute to the effective operation of the Production Department's work.
- To support the Technical Director in the effective management of the Production Department.

- To recruit and manage freelance and casual lighting technicians.
- To take lead responsibility for planning and supervising the maintenance and testing of lighting equipment, and lighting infrastructure and ensure it complies with current regulations.
- Advise on new lighting equipment purchases and plan an equipment replacement schedule.
- In conjunction with the Head of Sound plan and supervise the maintenance of video equipment.
- To organise the lighting requirements of co-productions, visiting companies and Young Vic productions elsewhere.

- To undertake the training of new and casual staff in lighting, and other technical matters as required.
- To personally and with other staff ensure compliance with all safety procedures and statutory regulations.
- To oversee the lighting department team and participate in department administrative and HR systems as required.
- To train other department members to operate lighting desks as necessary.
- Keep up to date with current lighting technology.
- In liaison with the Technical Director, provide technical support and management for the work of other departments, including the Taking Part and Development Departments,

as required, but with specific responsibility for lighting.

- Keep up to date with current production technology, and support innovation and accessibility for participants and audience members alike.
- Ensure the Young Vic production department becomes an actively anti-racist environment for all staff and visiting companies through inclusive production practices.

## **Budget Holding:**

- To be responsible for managing the lighting stock and maintenance budgets, in liaison with the Technical Director.

- Alongside the Production Manager, administer individual show lighting budgets and staffing budgets.

## **Lighting design:**

- To provide lighting designs and associate services for in-house events, projects, workshops and other activities.

## **General:**

- Support visiting companies and colleagues in the Young Vic in becoming an actively anti-racist organization, by modelling anti-racist behaviours and encouraging others to develop their practice.

- Uphold and embody the Young Vic's company policies, including but not limited to our Equality, Diversity and Inclusion policy, Dignity at Work policy and Health & Safety policy.
- To ensure that lighting fixtures and lighting infrastructure throughout the building are in good working order. This includes overseeing portable appliance testing and maintenance of lighting fixtures, theatrical equipment and workshop equipment.
- Alongside the facilities Manager supervise the maintenance and testing of the theatre electrical systems equipment, and ensure it complies with current regulations.

- Alongside the Facilities Manager take a lead on overseeing theatre electrical health and safety.
- Any other reasonable duties required to assist the Production Department or the Young Vic operation as a whole.
- To actively participate in and support the work experience programme of the Young Vic.
- To be an active and supportive member of the Young Vic staff team.
- To ensure that all creative teams, visiting companies and artists feel welcome, engaged and supported in the building and receive the highest level of technical support at all times.

- To provide the highest level of customer and audience care and service at all times whilst a member of the Young Vic staff team.
- To sit on the Young Vic staff panels as appropriate.
- To actively seek out and help implement improvements in the way we work.
- Where appropriate, work on YV projects away from the Young Vic Theatre.

## Person Specification

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### Head of Lighting

#### Essential Skills

- A good understanding and demonstrable experience of working in lighting for live performance in a professional environment.
- Ability to lead and manage a team.
- Excellent knowledge of Health and Safety legislation including CDM and procedures as related to the theatre industry.
- Excellent knowledge and understanding of current lighting equipment and practices.
- A thorough knowledge of ETC control desks and dimmers.
- CAD skills in Vectorworks or AutoCAD.

- Computer literate on MS Office applications.
- Ability to support and work well within a small-dedicated production team in a collaborative manner.
- To build excellent rapports with lighting designers before and during production periods.
- Budgetary management experience.
- Skills in staff recruitment, training, motivation and supervision.
- Ability to work with and support all other departments.
- Ability to work under pressure, on occasions.
- Excellent organisational and time management skills.

## **Desirable Skills**

- Working at height training.
- Electrical qualifications, including BS7909 City and Guilds.
- First Aid.
- Health and Safety Qualifications including experience in writing RAM's.