

Job Vacancy

Touring Stage Technician

Fixed-Term Autumn 2025 Season

Department:	Stage
Salary:	£609.81 per week
Expenses:	<p>UK Theatre Opera/Ballet Touring Allowance £497 - £622 pw for four weeks on tour</p> <p>Relocation allowance of £108 pw may be available for rehearsal weeks in Cardiff subject to the terms of WNO/BECTU House Agreement</p>
Terms & Conditions:	WNO / BECTU Agreement – based on 44 hours per week annualised.
Dates:	<p>25 August 2025 to 2 November 2025 (10 weeks)</p> <p>Interviews to take place during the week starting 28 July</p>

Role Profile

Job title: Touring Stage Technician

Responsible to: Head of Stage / Technical Show Managers & Supervisors

Responsible For: Assistant Technicians, Apprentices, Venue and Agency Staff as delegated

Main purpose of the role:

To deliver the highest quality presentation of the staging elements of productions, events and projects in an efficient manner that promotes a safe, healthy and sustainable working environment.

Scope:

Stage Technicians will focus on the practical delivery of Stage Department tasks including scenery handling & maintenance, flying, rigging and safe vehicle loading.

Key responsibilities:

Production

- Apply your practical stagecraft skills, knowledge and experience to ensure that productions are presented to the highest possible standard, and that the production team's creative and artistic vision is reproduced accurately and consistently; both in Cardiff and on tour.
- Provide hands on technical expertise in one or more of the following areas: production carpentry, theatrical flying, safe loading of trailers, heavy duty manual handling.
- Support the work of all WNO departments including rehearsals, productions, commercial work, concerts, digital work, smaller scale productions and events.
- Assist with ensuring that areas used by Stage Department are kept clean and tidy, and that all departmental equipment is correctly stored and maintained.
- To provide in-venue support to other departments as required. Assisting with the Get In and Get Out of all toured equipment.

Teamwork

- Assist with the on-site supervision of Assistant Technicians, Apprentices, Venue Technicians and Agency Crew.
- Attend Stage Department and Technical Meetings as necessary and assist with the delegation of tasks across the department.
- Liaise with colleagues from WNO Departments, touring venues and partner companies to develop co-operative and mutually beneficial working practices.

Administration & Finance

- Follow Stage Department and wider WNO administrative systems, assisting with the administration of time sheets, holiday records, and other staffing related data in conjunction with the People & Culture Department.

Stores

- Assist with the storage and maintenance of WNO Scenery, Props and Staging Equipment.

Health & Safety

- Assist with the promotion of a positive safety culture within the stage department, adhering to the Company's Health & Safety policy, rules and regulations at all times.
- The post carries responsibilities as set out in the WNO Health and Safety Policy.
- Familiarise yourself with and follow risk assessments and Safe Systems of Work for delegated Stage Department activities.
- Assist with the Stage Department equipment compliance and maintenance programme.
- Assist with ensuring high levels of public safety and stakeholder care and work in such a way as to promote a culture of safety.

General

- To behave in accordance with our values
- To maintain confidentiality and observe data protection and associated guidelines where appropriate.
- To ensure compliance with our policies and procedures at all times
- To undertake any training appropriate to the post.
- This is a touring role. The role will be based at WNO's sites in Cardiff during the production period but will involve regular travel to locations within the UK and abroad.

The duties in this job description are not exhaustive and may be altered at any time to reflect the changing needs of the organisation. The post holder will be required to undertake such duties and responsibilities as may reasonably be expected from time to time within the scope and grading of the post.

Person Specification

Stage Technician

The Ideal Candidate

- The desire to acquire new experiences and knowledge and to learn new skills.
- Focused on the safe, practical delivery of the scenic, staging and flown elements of production.
- Self-motivated and pro-active with the ability to work calmly under pressure and prioritise conflicting demands.
- A sympathetic approach to people working under pressure in an artistic environment.
- The ability to work as a member of a large team as well as the ability to work independently or to supervise small independent groups.

Skills, knowledge and experience:

- Practical skills, knowledge and experience of heavy-duty manual handling and basic working at height techniques
- Practical skills, knowledge and experience of one or more of the following: production carpentry, theatrical flying & rigging, safe loading of trailers, general stagecraft.
- The ability to follow cues during performances and rehearsals.
- The ability to follow method statements including the use of ground and stage plans.
- A working knowledge of current Health & Safety practice relevant to the role.
- A flexible approach to the requirements of the job.
- Ability to travel independently within the UK and abroad.
- Experience in the staging elements of repertory theatre.*
- Experience of large-scale theatrical touring.*
- Up to date knowledge of current theatrical practice with the ability to keep abreast of new technologies and working practices.*
- A recognised Health and Safety qualification and/or the skills, knowledge and experience to obtain a qualification with suitable training.*
- The ability to read and understand AutoCAD drawings.*
- Basic IT skills including use of Outlook, Word and Excel.*
- The potential to grow into amore senior role within technical theatre.*.
- Full, current UK driving licence.*
- An interest in Opera.*
- Welsh language speaker/writer.*

Points marked with an asterisk (*) are desirable rather than essential.

Health and Safety

Individual Responsibilities

All Employees (Level 6)

- All employees are responsible for:-
- The observance and implementation of rules and systems which are derived from the Health and Safety Policy and the arrangements for its implementation.
- Taking reasonable care for their personal health and safety and that of fellow employees and others who may be affected either directly or indirectly by their acts or omissions at work.
- Reporting promptly to the appropriate Manager potential or actual hazards and defects.
- Taking part in any health and safety training considered by the Company to be necessary in order to comply with the Company Health and Safety Policy and current legislation.
- Knowing the correct action to be taken in the event of an accident, fire or other emergency.
- Co-operating with Management and other personnel in meeting statutory requirements.
- Not interfering with or misusing anything provided to protect their health, safety or welfare which is required by legislation and using any machinery, equipment, substance or safety device in accordance with any training.

PAY AND CONDITIONS

1. The salary for this position is up to £609.81 per week.
2. The hours of work will be 44 per week, as agreed with management.
3. Your minimum paid holiday entitlement will be 25 days per annum plus bank and public holidays.

In addition to the basic entitlement, colleagues with more than 5 years' continuous service at the beginning of the leave year will qualify for three additional days leave.

4. Employees are entitled to join the Company's pension scheme after three months employment. (Employer contribution 4%; employee contribution 4%).
5. On joining the pension scheme, you will become a member of the Company's group life insurance scheme which entitles your next of kin to receive a sum of money equal to three times your annual salary in the event of your death whilst an employee of the Company.
6. Discounted parking at Q Park carpark in Cardiff Bay.
7. We support colleagues who want to learn or improve their Welsh language skills, and we offer optional basic Welsh and improver lessons free of charge.
8. Employee Assistance Programme – We provide a free confidential counselling and advice service that is available to the family of all our colleagues, freelancers and contractors.