

## Technical Apprentice (Flying)

**Reports to:** Head of Stage

**Direct Reports:** n/a

### PURPOSE OF THE ROLE

Capital Theatres is Scotland's biggest theatre charity. Our three distinctive venues in Edinburgh, Festival Theatre, King's Theatre and Studio Theatre, offer over 700 extraordinary performances each year. From drama to dance, to musicals and family shows, live music and pantomime, we entertain and inspire audiences of all ages. We want everyone to have access to the arts in a way that works for them, whether that's on our stages or out in the community. We are committed to nurturing everyone's creative journey, supporting emerging talent and contributing to the future of the theatre sector.

Key to Capital Theatres' future success, you will be working side by side with our team of highly skilled professionals, learning on the job as well as working towards a Modern Apprenticeship in Technical Theatre & Productions Operations at SCQF Level 7 in line with our vision, mission and values:

#### *Our Vision*

To share extraordinary live experiences with everyone, again and again

#### *Our Mission*

We build a sense of belonging across our three theatres in Edinburgh, enriching the lives of those around us through the strength of our creative programmes and partnerships

#### *Our Values*

We care	We take a people-centred approach We go above and beyond so everyone feels welcome We are thoughtful, respectful and sincere
We share	We are collaborative, transparent and inclusive We truly listen and respond We are committed to widening access
We dare	We rise to any and every challenge We are ambitious in outlook We are courageous
Together we deliver	We have a 'can do' attitude and take pride in our professionalism When we collaborate, there is unmistakable energy We are trusted to deliver a quality experience every time

Implicit is an absolute commitment to equality, inclusion and diversity, representative of the audiences, visitors and communities we serve in the City of Edinburgh and beyond. All employees are internal and external advocates of the organisation and expected to always uphold our values.

## **MAIN DUTIES AND RESPONSIBILITIES**

The stage department is a crucial element in every production, from constructing scenic elements to operating live scene changes during performances. This Apprenticeship has been created to provide a unique opportunity for learning and development within theatre flying, helping to grow the skills for backstage roles in the theatre sector.

The Festival Theatre has one of the largest counterweight fly systems in the country and attracts world-class touring productions year-round, every year. You will gain hands-on experience working with leading professional teams and productions with national companies and international producers.

You will be working towards a **Modern Apprenticeship in Technical Operations at SCQF Level 7**. Please note that this position is not open to those who already have a higher-level qualification in the field such as a degree in Technical Theatre and production Arts.

We value practical experience gained in community, school, or amateur settings, and welcome applications from those who may not have formal qualifications but can demonstrate interest and commitment. However previous experience of working backstage, including in an amateur or school production is not essential.

During this Apprenticeship you will be working within the Technical Department and be supported by members within this team based mostly at the Festival Theatre in Edinburgh although there will be opportunities to gain experience at the newly redeveloped Kings Theatre upon its re-opening in 2026.

You will learn how to:

- safely use theatrical flying, to suspend scenery off the floor and for moving scenery
- load and unload trucks and checking of equipment.
- work with all the stage department to gain understanding of the equipment, its maintenance and use to gain a grounding that is vital to a technical role in this industry;
- work in a safe and professional manner and how to contribute to a team process;

Under supervision you will help onstage during shows which could involve moving scenery, operating flying systems or assisting with special effects. You will have a chance to work in all areas of the Technical Stage Department to gain insight into how stage, flying, and related departments contribute to a production.

This role involves **practical, hands-on activity**, sometimes at height or in confined spaces, and working evenings or weekends. **Full training, supervision, and safety equipment will be provided.**

*These main duties and responsibilities are indicative and not exhaustive. Other duties may be necessary to fulfil the purpose of the post. This job description may be periodically reviewed and revised by the CEO and the Board in consultation with the post holder.*

## PERSON SPECIFICATION

Essential Experience	Desirable Experience
<ul style="list-style-type: none"> <li>• Aged 18 or older by 31st January 2026.</li> <li>• Understand how important it is to work within Health and Safety rules.</li> <li>• Have a helpful, positive, and flexible approach and attitude.</li> <li>• Be punctual and good at managing your own workload.</li> <li>• Be able to show that you are interested in working backstage, rather than in performing.</li> <li>• Be committed to off-the-job learning and study, meeting deadlines and tasks set.</li> <li>• Be able to work well within a team.</li> <li>• Be good at problem solving.</li> <li>• This role involves physical elements, for example you would be required to lift up to 56 kg via a counterweight Fly</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid at Work</li> <li>• Working at Height, Work Positioning, Manual Handling</li> </ul>

system, work at height and in confined spaces.

### Essential Skills and Abilities

- Willingness to learn new technical skills and systems.
- National 5 in Maths and English (or equivalent experience/skills).
- Communication skills
- Attention to detail
- Be a logical thinker
- Great team player
- A basic level of written, verbal and IT communication skills
- A basic level of general theatre production skills
- Enthusiasm for live theatre and events.

### Knowledge, Attitude and Behaviours

- Have an interest in theatre and stagecraft, especially flying
- Interest in construction & engineering
- Interest in physical fitness
- Interest in working at height and manual handling
- Happy to work in confined spaces
- Some experience of working on performances or productions-Professional or amateur
- Outgoing and approachable
- Be able to ask questions in a busy environment to ensure all tasks are completed in a timely manner.
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The role requires safe manual handling techniques and teamwork to move scenic elements. All training and equipment are provided.

## THE INTERVIEW PROCESS

Candidates will be invited to carry out a practical exercise to assess awareness of safety and basic operation of a single-purchase flying system. This will involve pulling ropes to lift equipment weighing up to 56kg.

We recognise that not all applicants have the same physical capabilities; reasonable adjustments, alternative methods of working will be provided where practicable to enable safe participation.

## Main Terms and Conditions of Employment

	Category	Term
1	Tenure	14 Months from Feb 2026
2	Reporting to	Head of Stage
3	Salary	£25'553 per annum (£12.60 per hr) paid weekly by bacs. Subject to annual increase 2026
4	Hours	Full time (39 hrs)
5	Annual Leave	35 days per annum (inclusive of all statutory Scottish bank holidays), Holiday year runs from 1 April – 31 March
6	Notice Period	3 months
7	Pension	The Company operates an auto-enrolment pension scheme with 8% employer contribution and 4% employee contribution. Option to increase through additional voluntary contributions
8	Place of Work	Festival Theatre, Edinburgh EH8 9FT- other venues as agreed
9	Additional Benefits	The Theatres offer a number of discretionary benefits including:- <ul style="list-style-type: none"> <li>• Life assurance cover of 3x salary</li> <li>• Free and/or discounted tickets for performances (subject to availability) and Complimentary Friends Membership</li> <li>• 20% discount in the Festival Theatre Café</li> </ul>
<b>All other terms and conditions of employment are as detailed in the Staff Handbook</b>		

## MODERN APPRENTICESHIP SCHEME ELIGIBILITY

A proposed apprentice is not eligible to begin or continue a Modern Apprenticeship if at any time they are:

- subject to an employment restriction on their stay in Great Britain;
- subject to a funding restriction on their stay in Great Britain that would apply to MAS
- in custody as a prisoner or on remand in custody

- in any, employment, education, training, or enterprise programme funded by any UK or Scottish Government department or by MAS (subject to any exceptions published by MAS from time to time).

For the avoidance of doubt Foundation and Graduate Apprenticeships and Community Jobs Scotland are Scottish Government funded employment programmes; Kickstart is a UK Government funded employment programme; and individuals who are in education at (i) university, (ii) further education college or (iii) school (in each case as solely determined by Skills Development Scotland) are in education programmes funded by the UK or Scottish Government.