

Recruitment Pack – Mechanical Compliance Manager

Location: Bristol-based with hybrid home working and UK-wide travel

Contract: Full-time, permanent

Salary: Competitive, dependent on experience

About Us – Solutions On Stage

At Solutions On Stage (SOS), *We Know Your Space.*

We are a UK leader in inspection, testing, and installation for performance venues, education, and entertainment spaces. From theatres and universities to schools and studios, we help venues stay safe, user-friendly, and performing at their full potential.

Our annual inspections put us in a unique position to truly understand each venue. Year after year, our engineers are onsite testing and reporting, building detailed knowledge of how every space operates. This insight allows us to advise customers with confidence, making our reports part of their long-term strategy.

Our strength lies in these relationships: we don't just carry out inspections — we support the full lifecycle of our customers' spaces with maintenance, repairs, training, and installations.

The Role – Mechanical Compliance Manager

We are seeking a Mechanical Compliance Manager to join our Technical Department.

This is a central role in the business, responsible for maintaining the highest standards of work delivered onsite, ensuring compliance with LOLER, PUWER, WAHR, and supporting the wider business with mechanical expertise. Alongside inspections and sign-off, you will provide technical guidance to colleagues across sales, quoting, installations, and project teams.

You'll work closely with our Technical Manager and a network of engineers and specialists to ensure SOS consistently delivers safe, compliant, and high-quality solutions for every client.

Key Responsibilities

- Lead SOS's mechanical compliance function across inspections, testing, remedials, and installations.

- Carry out and sign off LOLER, PUWER and Work at Height Equipment Inspections.
- Complete hands-on inspections, testing, remedial works, and installations as required.
- Maintain the standards of work delivered onsite, ensuring compliance and quality.
- Act as a mechanical technical authority, supporting colleagues with quotations, technical queries, and project planning.
- Conduct site audits and quality checks.
- Prepare and deliver quotations for inspections, remedials, and installations.
- Liaise with clients, site managers, and project teams to ensure works are completed safely and to a high standard.
- Provide clear, transparent technical advice to clients.
- Mentor engineers and apprentices.
- Contribute mechanical expertise to tenders and proposals.
- Keep up to date with relevant legislation, guidance, and industry standards.

What We're Looking For

Mechanical compliance in venues covers a broad spectrum — from traditional theatre rigging (flying systems, truss, winches, lighting bars) to more complex mechanical systems (pit lifts, safety curtains, powered stage machinery, seating systems).

We do not expect one person to cover everything.

We welcome candidates with different strengths and backgrounds, whether vocational or qualification-led.

Essential Skills & Experience

- Recognised competence in LOLER and PUWER inspections.
- Proven experience in mechanical inspections, testing, and certification — vocational experience valued equally to formal qualifications.
- Ability to undertake hands-on inspections and remedial works.
- Practical understanding of mechanical loading, forces, and safe working loads.

- Strong communication skills, able to liaise clearly with clients and colleagues.
- Ability to organise own workload, manage time effectively, and contribute to project planning.
- Confidence in delivering honest, evidence-based compliance decisions.
- Flexibility to travel across the UK, including Bristol when required.
- Full UK driving licence.

Desirable Experience (Not Essential)

- Experience in traditional theatre systems (flying systems, truss, winches, lighting bars, lifting accessories, access equipment).
- Experience in larger mechanical systems (pit lifts, safety curtains, powered stage machinery, seating systems).
- Experience supporting sales teams with technical input or quote development.
- Experience mentoring apprentices or junior engineers.
- Willingness to broaden expertise through training and CPD.

Qualifications

Formal qualifications are welcome but not required — we value vocational experience and demonstrated competence.

Any of the following would be advantageous:

Vocational / Industry Certifications

- In-house or employer-recognised LOLER/PUWER competence.
- LEEA courses or equivalent rigging/mechanical competence.
- ABTT Bronze/Silver/Gold Awards.
- MEWP / access equipment tickets.
- Theatre rigging or technical theatre training.

Formal Education (Desirable, not required)

- NVQ / City & Guilds in mechanical engineering, production arts, technical theatre.

- Diploma or degree in a related field.

This structure ensures candidates from traditional theatre, entertainment engineering, and mechanical backgrounds all feel welcomed.

What We Offer

- Competitive salary based on experience.
- 25 days holiday + bank holidays.
- Company pension.
- Training and professional development.
- Opportunities to work with a wide variety of venues and sectors.
- A supportive team culture built on education, transparency, and adaptability.

How to Apply

Please send your CV to HR@solutionsonstage.co.uk with the subject line:
Mechanical Compliance Manager Application