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Director of Stage Engineering
Theatreplan Application Pack

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T H E A T R E
P L A N

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Contents

1 Hello	3
1.1 Is this role for you?	3
2 What we do	3
2.1 Examples of our work	3
3 Stage Engineering	5
3.1 Case Study: Playhouse, Copenhagen	5
4 Job role and personal specification	6
5 Benefits	7
6 Place of work	7
7 Our recruitment process and how to apply	8



1 Hello

Thanks for taking the time to a look at this new role within Theatreplan. We hope you find this information pack helpful in deciding whether to apply for this job and hopefully you find the answers to questions you might have about our company and what we can offer you.

Instructions on how to apply can be found on the last page.

We look forward to hearing from you!

1.1 Is this role for you?

Candidates for Director of Stage Engineering at Theatreplan could come from wide range of backgrounds. We will be looking for someone with most likely at least 10 years' operating, designing or specifying stage engineering installations or a combination of these roles. You might currently be:

- Head of Automation, either in a fixed venue or touring
- A Design Engineer working in the stage engineering sector
- A Theatre Consultant with stage engineering experience
- A Technical or Production Manager with stage engineering experience

We would love to hear from you if you feel you have ambition to help develop the company and can bring a good number of the skills and qualities outlined in the Job Description to this role. We value real-world experience and technical ability in equal measure.

2 What we do

Theatreplan is a specialist technical design consultancy that has been designing award winning spaces for performance around the world for over 40 years.

We provide the complete range of venue and auditorium planning and technical design services, including lighting, sound, stage engineering, AV, digital and communications.

We cover all stages of a project, from feasibility and concept design, right through to construction and opening night. We help design new spaces for performance, wherever live or digital content is shown and created, from concert halls and school theatres to cinemas and motion capture studios.

We also help refurbish historic theatres, and work with some of the world’s largest and most complex performance venues to upgrade their technical facilities.

You can watch our video about Theatreplan here: [About us | Theatreplan](#)

2.1 Examples of our work

Working in collaboration with architectural practices, we have helped create new, award-winning venues including Tara Theatre, London (winner Culture and Community Category for Built Projects in the New London Awards 2017); the Lyric Theatre, Belfast (2012: RIBA Stirling Prize short-list); Shaw Auditorium at Hong Kong University of Science and Technology (2022: Hong Kong Quality Building Awards, Certificate of Merit, 2023: Merit Award: Green Building Awards Category); Hampstead Theatre, London (2003: RIBA Award) and Battersea Arts Centre (BAC) winner of RIBA National and London Award 2019 and The Stage Theatre Building of the Year Award, 2019.

We also help to reimagine and refurbish existing theatres and upgrade the technical infrastructure at some of the world’s leading performance venues, like Sydney Opera House, (below) and the Royal Albert Hall.



Our company culture

Theatreplan was established over 40 years ago, by one of the first theatre consultants in the world, Richard Brett. Richard was the stage engineer working on the design of the National Theatre on the Southbank in London and the theatre visionary behind the stages at the extraordinary Copenhagen Opera House.

Today, Richard's legacy continues to inform Theatreplan's approach and values. We have a commitment to innovative design, applied with pragmatism, always bearing in mind the client's vision, aims and objectives.



We collaborate with clients to fully understand their vision. We listen carefully so we grasp what they really want to achieve from their space.

We are honest about what we think is achievable and the best ways to go about delivering that vision.

We pride ourselves on our ability to suggest innovative, bespoke solutions, and ideas that may not have been considered before.

We are trusted by our clients to be independent and put their interests first

As a result, we have long-established relationships with some of the world's major venues.

Our mission is

To create spaces that captivate, empower connection, and transform what's possible for you and your audience



3 Stage Engineering

Led for over 20 years by Executive Director, Dave Ludlam, stage engineering is a major part of Theatreplan's consultancy services. We are renowned for our innovation in stage engineering, with a long history of pioneering design work, including developing the ground-breaking stage engineering for the internationally renowned Operaen Copenhagen, a system that has since been copied in opera houses around the world.

Our portfolio of world-class stage engineering clients includes Royal Opera House, Covent Garden; Sydney Opera House; Esplanade - Theatres on the Bay in Singapore, Royal Albert Hall and London's Barbican Theatre, where we have supported renewal and refurbishment programmes in stage engineering and technical systems.

3.1 Case Study: Playhouse, Copenhagen

Theatreplan's first involvement with the Royal Danish Theatre was in 2002 when we designed the award winning Operaen in Copenhagen. Since then we have returned to Denmark on numerous occasions to upgrade other cultural facilities that it operates.

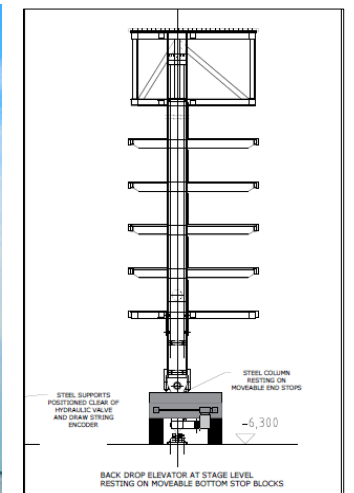
For a project at their Playhouse, the primary goal was to upgrade the stage control system as the original provider had ceased trading. A secondary goal was to remove all the non-essential hydraulic system, especially from the overstage where fluid leaks can be especially troublesome; and improve overall safety and reliability.

73 No. electrical hoists were upgraded in-situ with new brakes, encoders and loadcells to add proper overload and load monitoring features that the previous control system using motor current detection could not provide. Analysis of the load factor of the upgraded hoists required a small flywheel to be integrated into the new motor brake/encoder assembly so a prototype unit was modified and tested as a tender requirement before the main works commenced.

Six hydraulically driven lighting bridge hoists and three hydraulically driven fire door hoists were converted to electric drive and a tender option was approved to change the hydraulically driven deadlift safety curtain to counterweight assist with an electric hoist and electro-magnetic arrestor for emergency release. This resulted in the successful total removal of hydraulics from the overstage in a 12-week closure in summer 2021.

We designed the upgrade schemes to be phased over multiple short venue closures. In a first phase of work attempts were made to adequately control the hydraulic systems using a new, more advanced, control strategy but this could not deliver the required performance improvements. The client then elected to procure a second tender option to convert the stage elevators to all electric wire rope winch drive with platform locking in a second planned 12-week summer closure in summer 2022. At the same time the client found funding for a third tender option to convert the hydraulically driven cloth store elevator to Serapid LinkLift rigid chain drive resulting in the complete removal of hydraulic systems from the theatre and freeing up a large pump room for other uses.

You can find out more about our work at www.theatreplan.com/projects



Upgraded Hoists (Note yellow flywheels).



Fire Door Hoist Converted to Electric Drive.

4 Job role and personal specification

Job title: Director of Stage Engineering

Full time contract

Salary: £80k to £110k per annum Competitive salary dependent on age and experience

Theatreplan is looking for an experienced stage engineering consultant with both design and client engagement skills.

Reporting to Executive Director Stage Engineering and Technical

Purpose of the role

The role of the Director of Stage Engineering is to provide high quality design leadership and client management skills to the company in delivering stage engineering solutions to new and existing theatres and opera houses worldwide. They will also need to ensure Theatreplan maintains its position as the leading stage engineering consultancy and bring a focus on seeking and winning new projects and retaining existing client relationships.

This role has a dual purpose to support the growth of the company, with leads generation and Director level engagement with company operations and management,

Job duties

- Promote Theatreplan’s expertise to new and existing clients with a view to winning work by actively pursuing and engaging with the arts industry to promote Theatreplan.
- Proactively manage and maintain excellent client relationships.
- Responsible for ensuring the practice remains the world leader in stage engineering.
- Take the lead role on major Stage Engineering projects and act as the supervising director for projects led by other members of the team, proactively responsible for quality control and client relationship management.
- Line-manage the Stage Engineers
- Create concepts for bespoke mechanical systems and work with the Stage Engineers to model them in 3D
- Attend site meetings and inspections worldwide, with the Project Leader to progress the implementation of our designs by specialist stage engineering contractors
- Prepare and approve written tender specifications ensuring accuracy and compliance with applicable standards.
- Work proactively as part of multiple project teams
- Report to the Board on a regular basis.

Person specification

The candidate will be established in a senior consultancy (or management) role and have demonstrable experience which aligns with this role.

The candidate will have a degree in engineering and/or an extensive experience working in performing arts venues in a relevant position. They may be a consultant or senior manager in a parallel industry with the ability to reach across engineering disciplines with a genuine inquisitiveness in the application of engineering to the creative arts.

Essential personal attributes considered necessary for the Director of Stage Engineering include:

- Excellent communication skills:
- Able to collaborate with the Executive Directors and consultants to ensure tasks and timescales are clearly understood
- Able to communicate clearly and confidently with clients and professional collaborators (architects, structural and services engineers, project managers, cost consultants etc.)
- Comfortable presenting to both small and large audiences including at industry events
- Able to proactively contribute at design team meetings and workshops
- Have very good spoken and written English

- Ability to network within the theatre industry, to use communication skills to develop the growth of the company and leads generation

Organisation:

- Have confident people management skills, with a good understanding of how to bring the best out of staff
- Methodical approach to identifying and prioritising competing tasks and demands from multiple projects
- Ability to think strategically and to set and manage long term goals
- A self-starter who is comfortable solving problems and taking the initiative when the situation requires it
- Ability to multi-task whilst retaining focus
- A desire to gain or extend your understanding of other technical disciplines (lighting, sound, AV, broadcast, and theatre planning)

Skills:

- Previous experience of operating, managing or specifying stage engineering systems
- Proficient in 2D CAD and ideally some proficiency in 3D modelling
- Willingness to learn Revit to an appropriate standard
- Excellent technical writing skills
- IT proficient in the core Microsoft Office applications (Essential: Word, Excel, Outlook. Desirable: Visio, PowerPoint)
- Willingness to take on company-wide health and safety responsibilities and gain appropriate NEBOSH qualifications

Team working:

- Willing to develop a deeper understanding of the technical systems design process, theatre design and the technical theatre industry
- Previous experience of managing staff
- A desire to play a key role in the future of the company
- Willingness to travel globally for short periods
- Willing to embrace the challenges and demands of a dynamic working office environment and have fun along the way!

Interests:

- Genuine interest in the arts and experience in the arts/creative sector
- An understanding of the Theatre industry and networks to colleagues in the sector

Other useful attributes, skills and experience include:

- Knowledge of control theory and the design of control systems
- Experience of machinery risk assessment and Functional Safety methodologies, standards and legislation
- Software development, particularly Python or VBA (for scripting data driven design in Revit or document assembly)
- Experience of applying AI in a consultancy context including quality control
- An understanding of how theatres and other entertainment venues function: artistically, operationally, and financially

5 Benefits

- Negotiable annual leave based on experience, but not less than the statutory 20 days plus 8 bank holidays and 3 further discretionary days at Christmas
- International travel (when possible) to one or more of the world’s leading performance venues
- Experience working in a friendly, multi-disciplinary team of architects, engineers and creatives
- We operate a hybrid home/office model, working Tues-Thurs in our central London offices within a minute’s walk of Russell Square underground station and remotely Monday & Friday
- Technology for home working is provided.
- Contributory pension scheme
- Company bonus scheme
- Season ticket loan and cycle scheme after one years’ service

6 Place of work

The role is based in central London. Since 2021, Theatreplan has operated a hybrid working pattern, with the team working together at the office on Tuesday, Wednesday and Thursday and working from home on Mondays and Fridays. This is working well for the company and the staff, and we anticipate this system continuing. Technology is provided for home working. More flexible working arrangements may be considered for exceptional candidates.

The office is less than a one-minute walk from Russell Square Tube on the Piccadilly line and 15 minutes’ walk from both King’s Cross Station and Euston Station.

National and international travel will also be required.

We are currently working on projects in the UK, Europe, Australia, Singapore, the Middle East, Hong Kong and China.

As we work with design teams across the world, we occasionally need to have meetings outside of usual working hours to accommodate different time zones.

We have a commitment to promoting a good work/life balance for our employees.



7 Our recruitment process and how to apply

Theatreplan is committed to equality of opportunity and supports and values diversity. We would particularly encourage applications from women, Black and Asian people, people from diverse ethnic backgrounds, and Disabled people.

You can find more information about us at www.theatreplan.com

How to apply

To apply, please complete the application form and return it to us by email at careers@theatreplan.com Please state: 'Director of Stage Engineering Role' in the subject line.

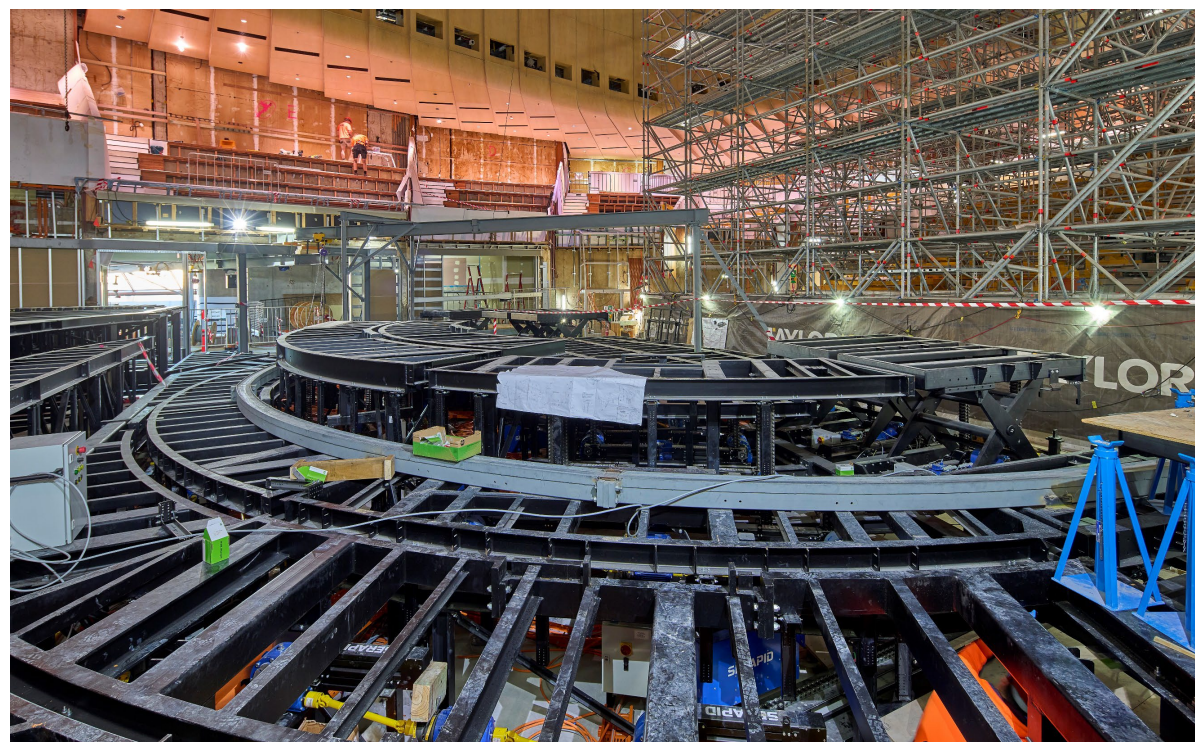
Applications close on Friday 13th March 2026 at midnight GMT. First-round interviews will be held in the week commencing Monday 23rd March 2026.

We will be shortlisting applicants based on the written responses and how well they respond to the personal specification.

Then we will invite the shortlisted applicants to a panel interview which will preferably be in person at our office near Russell Square in London but could be held virtually through Microsoft Teams.

If you have any questions about this role at Theatreplan and would like to chat with Dave Ludlam, Executive Director, please email careers@theatreplan.com with your availability for a call and we will try to schedule a call back.

Good luck – we look forward to hearing from you



Stage Engineering installation at Sydney Opera House Concert Hall