

Role Profile Head of Lighting	Department Technical and Production	Responsible to Director of Technical and Production	Location RSC, Stratford upon Avon
Why This Role Matters: The Head of Lighting plays a critical leadership role in realising the artistic ambitions of the organisation across all RSC stages, touring work, learning and community programmes, and special projects. This role ensures that lighting design and delivery meet world-class artistic and technical standards while contributing to the RSC’s wider strategic priorities: creative brilliance, and skills and talent and financial resilience, as well as supporting transforming the RSC through collaborative, sustainable and inclusive working practices.			
What You Need: <i>Skills, qualifications, qualities</i> <ul style="list-style-type: none"> • Significant professional experience within theatre lighting industry. • Proven experience of leading and developing a technical team. • An artist led approach to supporting and collaborating with freelance lighting designers and wider artistic teams. • Future focused mindset for championing emerging lighting technologies, digital production workflows, and sustainable theatre practice. • Experience of infrastructure and electrical compliance projects. • Comprehensive understanding of health and safety legislation, safe working practices, and theatre industry regulations. • Strong planning, scheduling and workflow management skills for a large team. • Ability to manage department and production budgets effectively. • Data-driven approach to decision-making and operational efficiencies. 	What You Will Be Doing: <i>Day-to-day stuff</i> <ul style="list-style-type: none"> • Lead and develop the Lighting Department, ensuring high artistic, technical, and operational standards across all venues and projects. • Create and implement the RSC’s lighting strategy, ensuring alignment with artistic and sustainability goals, emerging technologies, and the organisation’s long term vision. • Onboard and support lighting designers to deliver their designs. • Contribute as a senior leader within the Technical & Production Department. • Oversee the acquisition, management, and deployment of lighting equipment across Stratford, London residencies, and touring venues. • Lead, motivate, and develop a team, nurturing a culture of collaboration, accountability, and continuous learning. • Ensure effective recruitment, onboarding, performance management, workforce planning, and professional development. 	What Success Looks Like: <i>Outcomes</i> <ul style="list-style-type: none"> • RSC productions consistently achieve exceptional storytelling through light that enhances artistic impact and audience experience. • The Lighting Department is recognised as sector-leading in innovation, training, safety, sustainability, and creative collaboration. • Creative teams report a high level of support, clarity, and trust in the lighting process. • Budgets and resources are delivered on target with transparent planning and efficient operational performance. • Employees feel supported, motivated, and able to develop their skills within an inclusive and positive working environment. • Lighting operations are environmentally responsible and aligned with the organisation’s sustainability commitments. • Positive collaboration with BECTU and compliance with the Stage Operations Agreement. 	

<ul style="list-style-type: none"> • Strong leadership experience with the ability to support and develop a team of skilled technicians. • Excellent communication and interpersonal skills to bridge artistic and technical teams. • Experience working alongside Unions and adhering to Union agreements (we work in collaboration with BECTU). 	<ul style="list-style-type: none"> • Promote inclusive team culture, ensuring equitable practice and accessibility in all aspects of work. • Ensure efficient and sustainable use of equipment and resources, making data-informed recommendations for upgrades and investments. • Ensure safe systems of work, including risk assessments, method statements, competency checks, and departmental procedures. • Ensuring compliance with BECTU Stage Operations Union agreement and that the clauses are applied consistently. 	
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This Role Profile is designed to provide a clear guide, but it may evolve over time to meet changing audience needs, events, and ways of working at the RSC.

Our Values (The principles that guide everything that we do) and **How We Work** - (the behaviors that show how the values are put into practice in this role)

Values:				
<p>Creative</p> <p>We apply bold and imaginative thinking to any challenge and find new ways of building a dynamic future together</p>	<p>Inclusive</p> <p>We are consciously inclusive, respectful and equitable through the words we use and the actions we take</p>	<p>Sustainable</p> <p>We make sustainable choices for the environment, our financial health and our wellbeing</p>	<p>Collaborative</p> <p>We believe in the power of working together to achieve a greater impact. We work with generosity and respect with our teams, partners and allies</p>	<p>Accountable</p> <p>We use data to inform decisions and strategy. We challenge practice and empower people to achieve our charitable aims</p>
Behaviours:				
<p>You champion imaginative approaches, embrace innovation, and inspire new ideas in your team.</p>	<p>You prioritise equity, accessibility, and respect in all aspects of leadership and design.</p>	<p>You make responsible decisions that support environmental, financial, and human sustainability.</p>	<p>You work generously and in partnership with colleagues, creatives, and external partners.</p>	<p>You use data and evidence to drive decision-making and deliver against strategic goals.</p>