



LOWRY

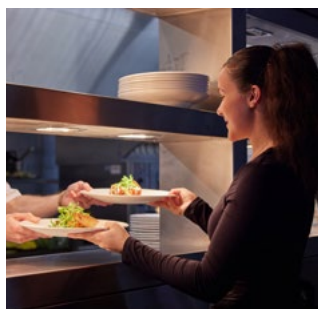
RECRUITMENT PACK

THELOWRY.COM

ABOUT US

Lowry is a registered charity (No: 1053962) committed to using visual and performing arts to enrich the lives of everyone around us – and those of our staff and volunteers too.

Working together as one team, we present audiences with a diverse programme of theatre, opera, musicals, dance, music, comedy and visual art as well as events and activities to expand the horizons of audiences and artists alike.



At the heart of our work is a commitment to our local communities and young people. Tapping into the work on our stages and in our galleries, we offer thousands of free creative participation opportunities each year - nurturing new talent and developing creative professionals of the future.

So if that feels like something you want to be a part of.. read on!





VISION, MISSION AND VALUES

OUR VISION WHY WE'RE HERE

A city where the benefits of creativity are felt by the many not the few.

OUR MISSION HOW WE DO IT

Empower people from all backgrounds to experience culture on their own terms.

OUR VALUES WHAT WE BELIEVE IN

We believe creativity is an undeniable force for good and has the potential to change people and places for the better. That's why our three pillars of People, Place and Potential are at the heart of everything we do.

1. PEOPLE IN IT TOGETHER

We are here for the people of Salford – supporting local communities, nurturing talent and creating a programme as diverse and open minded as our city itself.

2. PLACE MAKE IT COUNT

We are here to put creativity to good use, making a positive impact, socially and economically, on our communities, our city, our region, the UK and beyond.

3. POTENTIAL UNLOCK CREATIVITY

We are here to find ways to share the benefits of art and creativity further and wider, unlocking its potential for more people, in more places, in more ways.



HOW DO WE FUND OUR WORK?

As a not-for-profit organisation, and registered charity, all profit is ploughed back into our work. Whether you've bought a ticket to a performance, given an online donation, eaten in Lowry Bar & Kitchen, bought a gift in our shop, or simply had a drink at the Coffee Shop, you've helped support our charitable aims.

We receive just 6% of our income from public funds – Arts Council England and Salford City Council. The remaining income is generated from box office sales, commercial activities and fundraising. Our development team generates income from Charitable Trusts & Foundations, individual membership schemes (including Friends and Patrons) as well as from companies through our Quay Club Membership and corporate sponsorships.



ATTRACTION AND RECRUITMENT

Lowry is committed to creating an inclusive workforce by reflecting and representing the diversity of Salford and the UK.

We want to attract the broadest range of talented people to be part of Lowry – whether that is to work in our creative or support roles.

We particularly encourage applications from the following two people groups who are currently under-represented in our workforce and in the wider performing and visual arts sector; those people who experience racism and marginalisation, including those from African, Caribbean, North African, LatinX, South Asian, East Asian and South East Asian heritage and their diasporas, those who are disabled, Deaf and neurodivergent or have long-term health conditions.

Candidates who identify as people in one or both of these groups and who demonstrate in their application that they already meet all of the essential criteria in the person specification can opt to be considered as part of Lowry's guaranteed interview scheme. If you are invited to interview we'll ask you about any adjustments you may need, and if you are offered a role with us we will talk to you about any reasonable adjustments required to create a working environment where you will be supported to perform at your best.

To ensure fairness and to enable us to process your application through our shortlisting exercise, we ask that you remove all personal details (such as name, age, location, ethnicity, marital status etc) from your CV and covering letter before uploading. This reduces the risk of any potential bias during our recruitment process and ensures that all shortlisting is based on skills, experience and suitability for a role. Thank you for your understanding.

To find out about any opportunities to work for Lowry please visit our [vacancies page](#)

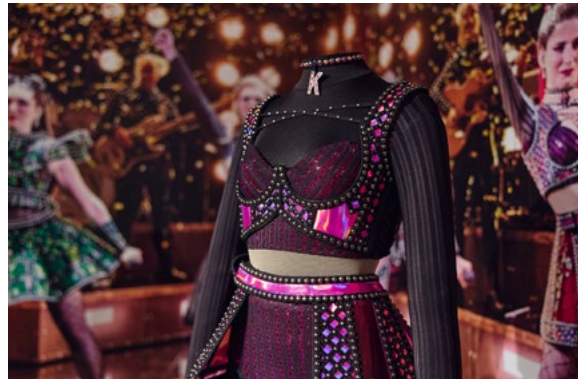
OUR ROLES HAVE A NUMBER OF STAFF BENEFITS INCLUDING:

Complimentary and discounted theatre and live event tickets

Free car parking just a few minutes' walk from the Lowry building

Access to Lowry's Wellbeing Hub and to other health and wellbeing services, including counselling

Discounts at Lowry bars, restaurant and gift shop



LOWRY



JOB DETAILS

Job Title : Technical Manager (LX)

Department : Technical

Reports to : Head of Technical Theatre

JOB PURPOSE

To facilitate the operation to support the artistic ambition of the organisation. To supervise staff and provide the technical requirements of Lowry's theatre spaces and provide technical support to other areas of the business as required.

MAIN DUTIES AND RESPONSIBILITIES

- To line manage technicians within the technical team alongside the other Technical Managers in post. To carry out the bi-annual PDR process and regular 1-2-1's and to act as a mentor for the technicians' personal development.
- To manage the effective technical delivery of productions/events, liaising directly with visiting companies /hirers, supervising technical staff and taking responsibility for back of house safety including acting as the Key Member of Staff (KMS) for fire safety
- Carry out all duties associated with the getting in, fitting up, running and getting out of productions/events taking place in the theatre spaces.
- Working alongside the Technical Manager (LX) in post to create lighting plans across the theatre spaces and other spaces when required. To also liaise with visiting companies to forward plan their engagement, to include designing lighting plans, organising hires and potential purchases.
- Operate lighting, sound, audio visual equipment, counterweight flying systems, motorised truss systems and any other performance associated equipment.
- Responsible for the maintenance of lighting equipment within the theatre spaces and other areas of the venue and to plan and oversee the PAT Testing programme.

- To ensure that appropriate levels of consumables are kept and that any used by visiting companies are recorded
- Ensure that all technical areas of the building are kept in a clean, tidy and safe condition.
- Responsible for making judgement calls and taking decisions as necessary.
- Complete and file all show related paperwork including show reports, wardrobe sheets, contra sheets and casual finish times.
- Assist with evacuation in the event of an emergency in liaison with the Duty Security Officer.
- Deputise for the Head of Technical Theatre when requested
- Organise and deliver relevant training in the department as required
- Promote and comply with current legislation and Lowry's policies on equal opportunities and health and safety both in the delivery of services and the treatment of others.
- Identify and undertake training and development as required in order to meet personal and business needs.
- Undertake any other reasonable duties, commensurate with the level of the post so as to ensure the smooth running of Lowry.

REVIEW ARRANGEMENTS

This job information cannot be all encompassing. It is inevitable over time that the emphasis of the job will change without changing the general character of the job or the level of duties and responsibilities entailed. This information may be periodically reviewed, revised and updated in consultation with the post holder to reflect appropriate changes.

CRITERIA	ESSENTIAL	DESIRABLE
SKILLS / ABILITIES	To be proficient in the use of Vectorworks Spotlight, advance EOS Software, sACN Networks, QLab. Skills in all theatrical disciplines primarily lighting and a good knowledge of sound, audio visual, flying, rigging, stage craft. Administrative and organisational skills Ability to work in a team Communication skills Delegation skills	IT skills in MSWord, Excel & SharePoint.
KNOWLEDGE	Knowledge of health and safety legislation and practice to include CDM Knowledge of creating RAMS Knowledge of theatre principles and processes	
QUALIFICATIONS, TRAINING AND EDUCATION	An electrical qualification	Health & Safety qualification eg: IOSH Formal theatre qualification Electrical training – BS 7909 IPAF PASMA First aid training Rigging training

EXPERIENCE	To have held the position of Chief Electrician or similar role with a minimum of 5 years' experience in either a producing or receiving house. Experience of managing a team. Experience in a customer-facing environment	Intelligent light maintenance
OTHER REQUIREMENTS	Flexible approach	Driving licence