



CANDIDATE INFORMATION PACK

Casual Technicians

Closing Date: noon 11 November 25

**GRAND
OPERA
HOUSE**

GRAND OPERA HOUSE

Thank you for your interest in joining the team at Belfast's Grand Opera House.

We are a hardworking, close-knit team, made up of people with a real passion for live theatre, customer service, and our beautiful and historically rich venue which attracts over 300,000 theatregoers each year.

As Northern Ireland's Premier Theatre, we are proud to present an unrivalled programme of drama, musicals (many direct from the West End), opera, comedy, and one of the most successful pantomimes in the UK and Ireland which brings around 75,000 people through the doors every Festive Season. The Theatre's Studio, with 125 seats, is an adaptable space which showcases the work of local writers, artistes and producers. Beyond the work on our stages, we deliver an award-winning Creative Learning Programme which, through our performance programme and colourful heritage and history, connects the Grand Opera House with communities, and schools and colleges throughout Northern Ireland through a range of exciting workshops and events.

The Theatre, which opened in December 1895, benefited from a £12.2 million restoration and development project in 2020/21, the most extensive work undertaken since the Grand Opera House was rescued from demolition in the mid-1970s, restored and reopened in 1980. As well as returning the auditorium to its original and opulent splendour, the first-ever heritage exhibition celebrating 125 years of the Theatre's rich and colourful history, has also been installed as part of the restoration and development programme.

This is a hugely exciting time to be joining the Grand Opera House, and I wish you every success with your application.

Ian Wilson
Chief Executive





Working at the Grand Opera House

Whether you are working as a Technician or Finance Manager, Bar Assistant or Box Office Assistant, working at the Grand Opera House is a unique experience.

This is partly because the Theatre's core product changes almost every week outside of the six-week pantomime season. The Grand Opera House's programme moves from West End musical to gripping drama to beautiful ballet in successive weeks which means working in a fast-paced, constantly changing, and richly diverse environment.

It's also because everyone who works at the iconic Grand Opera House is a custodian of one of the best-loved and most stunning buildings in Northern Ireland, which has a history as rich and fascinating as the design of its famous auditorium. Few people can say they work in a venue that has been graced by a galaxy of stars including entertainers like Charlie Chaplin, Laurel & Hardy and Morecambe and Wise; actors like Laurence Olivier, Sarah Bernhardt and Ian McKellen; opera singers such as Lesley Garrett, Nellie Melba and Luciano Pavarotti; ballet dancers including Darcey Bussell, Sylvie Guillem and Carlos Acosta; comedians like Rowan Atkinson, Steve Coogan and Victoria Wood; and film stars including Orson Welles, Roger Moore and Anthony Hopkins.

The Grand Opera House is one of the largest employers in Northern Ireland's arts sector, and roles at the Theatre cover many different disciplines; from technicians who work behind the scenes on stage and administrative staff who work in the Theatre's offices, to front-of-house hosts and tour guides, and our award-winning Creative Learning team. Whatever the job title, Grand Opera House staff share the common goal of creating unforgettable experiences for theatregoers and making memories that last a lifetime.

The Grand Opera House has charitable status and is governed by a Board of Trustees who work closely with the Chief Executive in overseeing the management and long-term strategies and objectives of the Theatre.

If you love theatre and are passionate about helping the Grand Opera House realise its ambitions, we'd love to hear from you!

Job Description

Casual Technicians will work closely with the Theatre's Resident Technical Crew to support the safe and efficient load-in, fit-up, running and get-out of productions and events programmed in the Theatre.

Key Responsibilities

Main Duties: Operational

- Ensure the safe and efficient loading and unloading of scenery, electrics, wardrobe wagons and other technical equipment as required
- Rig and construct stage sets, flooring, electrics, and flying bars as per instructions accurately, safely and in a timely manner
- Ensure all production equipment is set up, checked and working as per the production schedule

- Move and fix production scenery as directed by the Production Manager/ Senior Resident Technicians
- Work on shows as scheduled to operate flies, LX, sound and stage equipment as requested
- Follow DSM cues and or requirements of visiting production to ensure successful performance presentation, including appearing on stage, when required
- De-rig set, staging and electrics practically, safely and in a timely manner
- Assist other departments with technical requirements and provide technical advice and support if necessary, to support operational requirements
- Co-operate and work with the visiting company crew and follow instructions given by the Production Manager/ Senior Resident Technicians
- Remove and replace auditorium seating to suit access performance requirements
- Carry out general technical maintenance duties as directed by the Senior Resident Technicians

Health and Safety

- Be responsible for personal safety and ensure that the Theatres Health & Safety policies, procedures and safe working practices are adhered to at all times
- Ensure the maintenance of safe work areas, be vigilant and report and escalate any defects or hazards to the Senior Resident Technician in order to prevent accidents or incidents that might cause harm to others
- Handle all chemicals and substances used in accordance with the Theatre's safe working practices and the COSHH Regulations
- Report all incidents, accidents and near misses in accordance with Grand Opera House Procedures
- Wear appropriate PPE at all times and to adhere to the Theatre's safe working practices
- Ensure high standards of housekeeping are maintained in all working areas on and around the stage, fly floor and studio

This is not an exhaustive list and other duties will arise that the Casual Technician will be expected to deliver. Individuals are required to be professional, co-operative and flexible in line with the needs of the post and the Theatre.

Person Specification

Candidates must be confident and competent multiskilled technicians and relevant work experience and a thorough technical knowledge and understanding of the technical requirements of working in a major presenting or producing Theatre are essential for this role.

Essential Experience

- At least 2 years' professional experience working as a Technician in a presenting theatre/similar live entertainment venue or touring theatre production environment
- Proven ability to accurately interpret technical instructions and ground plans
- Proven experience of at least 2 of the following LX, Stage or Sound technical elements

LX technical elements;

1. LX focusing
2. LX programming
3. LX rigging experience
4. LX console operation in a performance scenario



Stage technical elements;

5. Flying scenery
6. Assembling theatre sets / scenery
7. Experience of working in the wings and running cues during live shows

Sound technical elements;

8. Setting up in house PA systems, touring systems and delay systems
9. Plugging up and patching sound desks
10. Operating sound for a live performance
11. Setting up mics and/ or foldback for orchestras/ choirs

Essential Skills, Knowledge and Abilities

- Must be physically fit and capable of meeting the requirements of a physically demanding job with long hours and a high proportion of manual handling and practical work.
- Working knowledge of Health and Safety regulations, demonstrating knowledge and experience of working with at least two of the following
 1. Risk Assessments
 2. COSHH
 3. Manual Handling
 4. Working at Heights
- Excellent communication and interpersonal skills with the ability to build and maintain effective relationships with people both internally and externally
- Ability to work as part of a technical team

Terms and Conditions

As a Casual Technician you will have no normal hours of work and you will be required to work on an "as required" basis. Your hours will vary according to the needs of the Theatre and your availability to work.

Working hours may be offered across afternoons, evenings and weekends to support the Theatre's performance and events programme. Late nights and early mornings may also be required as well as work on Public Holidays.

The Casual Technician wage is currently £12.21 per hour and the terms and conditions of the BECTU/UK Theatres Agreement applies to this role. See below the current rates of pay associated with the agreement.

[250325-UK-Theatre-BECTU-rates-2025-2026.pdf](#)

The Grand Opera House Trust is an Equal Opportunities Employer and all applications for employment are considered strictly based on merit.

Disclosures

The Grand Opera House will seek confirmation that the successful applicant has the right to work in the UK. Any offer will be made subject to verification of the right to work in the UK, receipt of satisfactory references and a satisfactory Access NI Disclosure.

Having a criminal record will not necessarily debar you from working for the Grand Opera House Trust. This will depend on the nature of the position, together with the circumstances and background of your offences or other information contained on a disclosure certificate or provided directly to us by the Police Service of Northern Ireland. The Grand Opera House's policy on the recruitment of ex-offenders is available on request from recruitment@goh.co.uk.

Applications Process and Timetable

Please complete the online application and monitoring form which is available on the Theatre's website before **noon on Tuesday 11 November 2025**. Incomplete application forms or application forms received after this date will not be accepted.

CVs will not be accepted directly or through referral by a recruitment agency.

The online application form is available at [Careers | Grand Opera House](#)

If you require any reasonable adjustments to support your application, please contact us at recruitment@goh.co.uk

It is expected that interviews for this role will be held w/c 17 November 2025.

Online Application Form

It is important to note that once you start our online application form you will need to fully complete it. You will not be able to save the form and come back to it at a later stage. Therefore, we would encourage you to prepare your answers, in advance of starting to complete the online application.

The online form is split into six sections, personal details, education and training, employment, further information, declaration and monitoring.

So please make sure you have all your personal details at hand including your national insurance number, as well as details and dates of your educational qualifications and employment history before you start.

Within the Employment Section you will be able to ask to explain how your work experience is relevant to this vacancy. It is important to make sure you provide sufficient details about your work experience to enable us to assess whether your work experience to date meets the essential experience criteria for this role, see below.

Essential Experience

- At least 2 years' professional experience working in a presenting theatre/similar live entertainment venue or touring theatre production environment

Within the further information section you will be asked to provide specific examples to demonstrate some of the key skills and experience required for this role. Failure to provide sufficient information or detail in this section may mean that we are unable to determine whether you meet the essential criteria and therefore your application will not be shortlisted.

For the Casual Technician role the questions in the further information section are as follows;

1. Please detail below your experience of interpreting technical instructions and ground plans. (Max characters: 2000)
2. Please provide details and examples to demonstrate your level of experience in the LX, Stage or Sound technical elements you have selected (Max characters: 2000)
3. Please provide details of your experience and understanding of the following Health & Safety Regulations; Risk Assessment, COSHH, Manual Handling and Working at Heights (Max characters: 2000)

Good luck with your application and thank you for your interest in working at the Theatre.

