



BUXTON
**Opera
House**

TECHNICIAN

Recruitment Pack





Welcome from the CEO

Thank you for your interest in joining Buxton Opera House.

Nestled in the stunning spa town of Buxton, between the cultural hubs of Manchester and Sheffield and the breathtaking landscapes of the Peak District, Buxton Opera House is an award-winning charity where creativity and community thrive.

We're proud custodians of two historic venues: the iconic Buxton Opera House, a Frank Matcham masterpiece built in 1903, and the Pavilion Arts Centre, a versatile performance space that's been home to live theatre and film since 1889. Together, these beloved venues form the beating heart of Buxton's vibrant arts scene.

As a charity and an Arts Council England National Portfolio Organisation, we're driven by creativity. More than a place for exceptional entertainment, we're a hub of artistic energy, where talent is nurtured, ideas flourish, and everyone is invited to be part of something meaningful and lasting. This spirit is reflected in everything we do, from our diverse programming to the inspiring work of Buxton Opera House Creates, our community engagement programme for all ages.

Buxton Opera House is also a fantastic place to work. We offer a flexible, supportive environment where experience, skills, and qualifications are all valued. We're committed to building a diverse and inclusive workforce. In 2024, we were honoured to receive the UK Theatre Workforce Award for our dedication to professional development and supporting the future of the industry. We're incredibly proud of this recognition and remain committed to ensuring every member of our team, staff and freelancers alike, can thrive in a happy, healthy workplace.

We hope you'll consider becoming part of our story.

Warm regards,
Paul Kerryson



About us

Creativity Lives Here

Proudly operated by High Peak Theatre Trust, Buxton Opera House is an award-winning arts charity. More than our magnificent heritage buildings, we are the vibrant cultural heartbeat in the High Peak.

At Buxton Opera House, we stand for **entertainment, community and heritage.**

Presenting over 450 shows annually, and as home to the Buxton International Festival and the International Gilbert and Sullivan Festival, we bring world-class live entertainment to our communities. We produce and co-produce original work, from bold new writing to beloved classics, staged in Buxton and beyond. But we're more than what happens on stage. We're a creative hub for artists, educators, volunteers and makers. Through our Buxton Opera House Creates programme, we spark creativity and support lifelong learning, helping people of all ages discover new skills, passions and confidence.

We run eight separate community groups for young people throughout the year, spanning musical theatre and drama, technical theatre training, dance opportunities and a work experience programme. We also host a regular reading group for adults, a singing club for people affected by cancer, a successful volunteer programme and a summer outdoor festival for all ages. We offer schools' tours and in-school support through professional training and workshops.

Each year local residents have the opportunity to perform in two community productions, an original piece of writing about our town and a large-scale Spring musical supported by a professional director, orchestra and technical team. We are committed to the highest artistic standards and to connecting our communities through creativity, providing opportunities for everyone to express and build on individual talents.

We believe in making space for everyone: To create, to learn, to connect, and to grow.

You can find out more about who we are on our [website](#), discover more about our [community work](#) and read the latest [news](#) from Buxton Opera House.





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Our strategy

Buxton Opera House is entering an exciting new chapter. Achieving National Portfolio Organisation (NPO) status in 2023 marked a significant milestone, recognising our potential to play a broader role in the creative life of Buxton, the High Peak and beyond.

As we deliver a refreshed business plan, we've rebranded, reimagining how we present ourselves to the world. Our live programme will continue to evolve across both venues, maintaining world class standards and retaining audience appeal whilst establishing ourselves as a trusted producing partner in the industry. At the same time, our community engagement will grow through Buxton Opera House Creates, expanding opportunities and deepening our local impact.

Our Vision

Buxton Opera House is the engine of a bold and flourishing artistic community. A place where talent is ignited and where internationally renowned theatre experiences create opportunities for all.

Our Mission

To lead a thriving, artistic community that builds inspiring opportunities with and for our audiences, creating nationally renowned theatre experiences that impact locally and beyond the 'Theatre in the Hills'.

Our Values

We stand for **Entertainment, Community** and **Heritage**.





The role

Technician

Department: Technical

Reporting to: Deputy Technical Managers

Role Summary:

The Technician plays a key role within the Technical Department, working under the direction of the Deputy Technical Managers to ensure the smooth delivery of all productions, performances, and events. This role is central to maintaining high technical standards across the organisation and providing excellent service to a wide range of users, including visiting theatre companies, artists, community groups, customers, and event delivery teams.

As part of the Technical team, the post holder supports the setup, operation, and maintenance of technical equipment across lighting, sound, staging, and audio-visual disciplines. They contribute to the efficient and safe running of rehearsals, get-ins, performances, and get-outs, ensuring that all activity is delivered to a professional standard.

The Technician is expected to demonstrate flexibility, problem-solving skills, and a commitment to high-quality technical support. They help uphold first-class service within the venue, responding positively to the needs of visiting companies and internal teams while maintaining a safe working environment and reliable technical operations.



Role description



Main duties:

- To ensure that all visiting companies and theatre users receive appropriate technical support throughout their production.
- To offer creative and informed input to all aspects of the presentation of events, using an up-to-date knowledge and experience of new technologies and techniques to provide solutions to technical problems.
- To support and work collaboratively with creative teams, visiting companies and other departments to deliver a positive and efficient production process.
- To undertake the occasional supervision of technical casual staff and contractors as required.
- To carry out normal theatre duties (not limited to get-ins, get-outs, building and striking sets, rigging and de-rigging lighting, sound, AV equipment, staging, flying pieces, operating lighting, sound, projection, stage, flies, props, pyros) in any of the performance spaces or elsewhere as required.
- To operate the Pavilion Arts Centre's Digital Projection System as required (including receiving, ingesting and downloading of features, adverts, advert packs, trailers, KDM's and other material), ensuring all aspects of film presentation are of the highest standard at all times (including optimum image and sound quality) in order to meet the expectations associated with film presentation.
- To maintain digital cinema equipment, check diagnostics, assist trouble shooting and resolving of any technical issues and assisting engineers during service/maintenance visits.
- To be aware of, observe and contribute to all safety policies and procedures in place and any that may arrive with visiting productions.
- To act as a key holder, responsible for securing and setting intruder alarms in the PAC and BOH as required.
- To assist the Deputy Technical Managers in ensuring that all sound and lighting equipment operated is fit for purpose, correctly stored, maintained and identifying and fixing any defects as required.
- To assist the Deputy Technical Managers in ensuring good housekeeping of all technical areas which should be kept clean and tidy at all times, including safe storage and maintenance of tools, equipment and materials. Report, and where appropriate remedy, any defects or faults.
- To ensure working methods and practices always comply with instructions, procedures and risk assessments in accordance with Health and Safety legislation and HPTT's Health and Safety Policy.
- To undertake personal development and training in order to achieve and maintain the highest standards of safety, efficiency and operation.
- Any other duties within the level of responsibility and the competence of the post as directed by the Head of Technical or other senior staff.



Person specification



Essential:

Experience

- One year of industry or university/college experience in theatre or the arts
- Experience using ETC Eos Lighting Consoles
- Experience maintaining high standards of technical provision

Skills & Knowledge

- Good working knowledge of sound, video, and lighting equipment
- Awareness of best practice, including Health & Safety and effective working methods
- Excellent problem solving and decision making skills
- Excellent written and verbal communication skills, including strong spoken and written English
- Good ICT skills
- Excellent organisational skills, strong attention to detail, and the ability to manage workloads to meet non-negotiable deadlines (e.g., performance schedules)

Education

- Relevant university or college experience in theatre, technical theatre, production arts, or a related discipline (equivalent industry experience considered)

Personal Attributes

- Enthusiasm and calmness, with the ability to lead by example
- Interest in and enthusiasm for the arts
- A personable, diplomatic team player capable of communicating effectively with people at all levels internally and externally

Desirable:

- Experience of working in produced, co-produced and touring theatre
- Full clean driving licence (driving a hired van may be required)
- Experience of hemp flying





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Role specification

The postholder will work across the organisation, including at Buxton Opera House, the Pavilion Arts Centre, the Trust's offices at No. 5 The Square, and off site venues. All staff are expected to work flexibly in line with their role and the charity's objectives. The Technician postholder will be required to work evenings and weekends for the proper performance of their duties. This job description may be updated to reflect future business needs. Due to the nature of the role, the postholder is expected to work on site at all times, unless confirmed otherwise.

Contract	Full time, permanent, annualised hours contract (average 40 hrs per week)
Salary	£25,607 per annum
Probation period	6 months with one weeks' notice on either side
Pension	Auto enrolment
Holidays	25 days plus 8 days bank holiday per annum





Benefits of working with us

At Buxton Opera House, we value our team and offer a range of benefits to support your wellbeing, development, and enjoyment of working in a vibrant cultural environment:

- **Complimentary and discounted tickets** to theatre and live events
- **Staff discounts** at our bars and merchandise counters
- **Generous annual leave** starting at 25 days from your first day of employment
- **Flexible working arrangements** including, where appropriate to the role, opportunities for adaptable hours where possible
- **Ongoing training and development**, from a comprehensive induction to role-specific learning, courses, and skills-building opportunities. We also support personal growth through conferences, external training, and team-building activities
- **Staff social events** throughout the year
- **A chance to make a difference** and be part of a legacy where history, community, and creativity take centre stage





How to apply

We'd love to hear from you! **To apply, please send your CV, along with a covering letter detailing:**

- Why you're interested in this role
- The key skills and experience you would bring to the position

Email your application to recruitment@boh.org.uk.

Deadline for Applications: Sun 1 March, 11.59pm

If you would like to find out more about the role before applying, please contact Barry Hope, Head of Production, on bhope@boh.org.uk for an informal conversation.

We warmly welcome applications from people of all backgrounds and lived experiences. You may not meet every criterion listed, and that's okay. If you have some relevant experience and a motivation to learn and grow, we encourage you to apply.

Thank you for your interest. We look forward to receiving your application!