

RECRUITMENT PACK

Lighting Sound and Stage Technician
August 2026



HOME

WELCOME

Thank you for your interest in the role of Lighting Sound and Stage Technician at HOME.

HOME is Manchester's beating heart for theatre, film and art. It's an everyday escape, a space which invites everyone in for conversation, creativity, culture and connection. At HOME, you can discover new dimensions, old favorites and everlasting stories.

HOME is Manchester's premier arts centre and a registered charity, welcoming over 7 million visitors since opening. HOME features two theatres, five cinemas, an art gallery, and a popular restaurant. HOME collaborates with artists from both the UK and around the world to produce and present exceptional visual art, cinema, and theatre experiences. Placing a strong focus on UK theatre, international works, new commissions, and artist development, HOME is deeply rooted in the community, pushing creative boundaries, embracing experimentation, and sharing bold, exciting art with as wide an audience as possible. Our patrons include director Danny Boyle, actress Suranne Jones, playwright and poet Jackie Kay CBE, and artist Rosa Barba.

Our programme is presented across:

- Five state-of-the-art cinemas, presenting one of the UK's most celebrated programmes of independent film
- Two theatres – c.500 seat proscenium arch, T1; and c.130 seat flexible studio theatre, T2 – presenting HOME produced productions
- 500m² contemporary visual art space
- Digital platforms
- Talent development and engagement spaces
- In youth and education settings and within communities across Manchester

HOME also relies on trading and secondary income to support the charity, including two bars, a restaurant, event spaces and retail space.

If you require a large print version of this recruitment pack, or any reasonable adjustments to apply for this position, please contact recruitment@homemcr.org.



Equality at HOME

HOME is an inclusive employer, and we are committed to championing anti-racism, equality and diversity through the way we work, and the work we make and present.

We want our workforce to reflect the diverse communities of Greater Manchester, and we welcome candidates from all backgrounds. We actively encourage and support applications from groups who are currently underrepresented across the arts sector, including members of the Global Majority, Deaf, disabled applicants, individuals from lower socio-economic backgrounds, and people from the LGBTQIA+ community.

HOME is a Disability Confident Employer, and a Supporter of the Greater Manchester Good Employment Charter.



THE ROLE

You will be a self-motivated technical art professional, who has direct experience of working on the delivery of projects and productions in a theatre, arts or events venue.

You will have a proven track record, with experience of delivering technical support to a high standard with a keen eye for detail.

We welcome candidates who have a broad range of technical theatre skills and are comfortable working across disciplines.

This is an exciting and challenging role in a landmark building in Manchester.

The Team

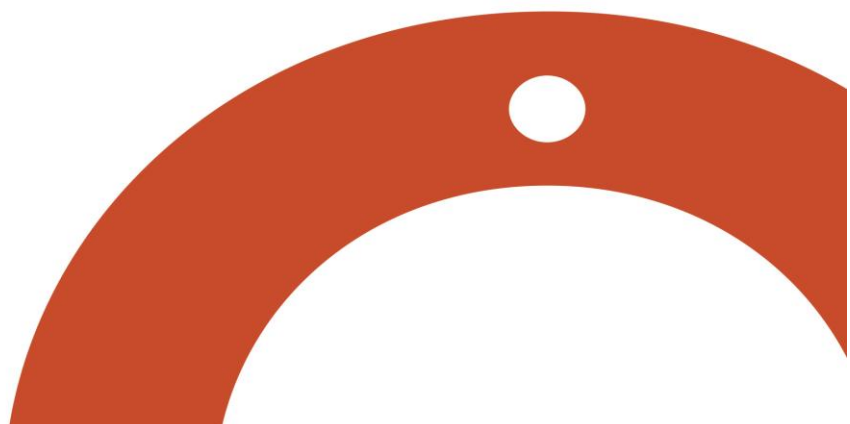
You will be part of an exciting forward-looking organisation working with a wide range of artists, partners, audiences, and stakeholders.

Our Technical team is enthusiastic, motivated, and engaged so expect to be challenged!

If you can share our ambition and have the skills, knowledge, and experience to do the job, this is a great and unique opportunity.

KEY INFORMATION

Salary	£27,976 per annum
Contract	FULL TIME based in Manchester. Subject to satisfactory receipt of recruitment checks (right to work and two satisfactory employment references)
Hours of work	40 hours, including meal breaks Exact hours of work as required by the job, working evenings and weekends as appropriate. BECTU/UK Theatres agreement regulations apply.
Place of work	HOME's offices are at 2 Tony Wilson Place, M15 4FN
Holidays	25 days per annum, plus statutory holidays – rising to 30 days after 5 years' service
Pension	GMAC Ltd operates a company pension scheme with a 3% company contribution, available to all staff
Other benefits	Discounted cinema and theatre tickets Employee Assistance Programme Option to purchase additional holidays Birthday day off Cycle to work and Tech scheme to those who are eligible after probation
Probationary period	6 months
Notice period	1 month during probationary period, 3 months thereafter



JOB DESCRIPTION

Purpose

As a member of the Lighting, Sound & Stage team you will work with the Technical Manager and alongside the wider team to deliver the technical requirements of a modern multi artform building, while maintaining the required high standards of production, maintenance and safety of HOME spaces and equipment.

Team Technical
Reports to Technical Manager & Technical Stage Manager
Responsible for Casual Technicians

Main duties

- Actively engage with HOME's Vision, Mission and Values in all areas of work
- Work closely alongside the Technical Department in delivery of all productions and projects across HOME
- Work as part of the team with responsibility for the professional building wide delivery of lighting, sound & AV services to all stage performances, gallery events, public events, conferences and related activities within agreed schedules and budgets
- Act as Duty Technician on productions, events and projects as required
- Working closely with freelance Production Managers and Creative Teams on lighting sound & AV requirements, during the pre-production and production periods of our own produced, co-produced and visiting productions
- Ensuring that a high technical standard is sustained for every performance and event building wide
- Working on shows in performance, events and projects when necessary
- Be part of a team responsible for safe and efficient fitting-up, rigging, operation and getting-out of all HOME produced, co-produced and visiting company productions
- Be part of a team responsible for the safe and efficient use of lighting, sound & stage equipment and any other mechanical equipment installed in the building whether permanent or temporary
- Support the cinema and gallery teams in the delivery of their event program as and when required

- Be part of a team responsible for the safe and efficient use of the HOME storage areas, including the workshop, ensuring that these are kept in good order and repair
- Work closely with the Operations Team to ensure the smooth working of our building
- Cover for other members of the team during periods of annual leave and sickness
- Contribute to the technical team as a proactive member
- Working in other venues on HOME produced productions & projects as and when required

Additional duties

- Promote and embed equality and diversity and inclusion as an integral aspect of working for HOME leading by example
- Be an advocate and ambassador for HOME
- Support the effective management of health and safety arrangements of staff, contractors and audiences/customers
- Uphold and follow values and GMAC policies, particularly those around diversity, environmental sustainability, positive work environment and sexual harassment, access, safeguarding, H&S & GDPR
- Carry out any other duties which are consistent or commensurate with the role and or as directed by the Line Manager
- Take part in working groups & training sessions as required
- Keep up to date with financial, administrative and operational best practice
- Work evenings and weekends as well as undertaking travel if required

This is not an exhaustive list of duties and HOME's management may, at any time, allocate other duties which are of a similar nature or level.

PERSON SPECIFICATION

Essential skills & experience

- Good understanding of theatre sound, lighting and video systems
- Experience working in a professional theatre environment
- Knowledge of theatre rigging and understanding of counterweight flying
- Experience/understanding of -Programming ETC Lighting Consoles, using moving lights and other DMX controlled fixtures
- Mixing live music and theatre sound on digital sound consoles
- Setting up and using radio microphones
- Operation and programming of Qlab for Sound and Video
- Set up and operation of video projection systems
- Maintenance, repair and service of lighting, sound, stage and video equipment
- Health & Safety at Work and Electricity at Work regulations
- Health & Safety practice including Risk Assessments
- UK theatre technical practice

Desirable skills & experience

- Recognised qualification in technical theatre or events
- Manual Handling training qualification or equivalent practical experience
- Working at Height training qualification or equivalent practical experience
- Current valid First Aid training
- Current valid IPAF Card for category 3a

- An electrical and/or PAT testing qualification
- Experience using digital sound desks (SSL, Midas and Digico)
- Experience of working on both produced and visiting productions
- The making of practical electrical props to a high standard
- Ability to read and understand technical drawings, plans and schematics
- Good IT skills with a working knowledge of Microsoft Office
- Current UK driving license
- Knowledge of legislation relating to copyright, data capture & data protection

HOW TO APPLY

The deadline for applications is Friday 14th August 2026, 10am.

Please note We review applications and reserve the right to close an advert early if we identify suitable candidates. To avoid disappointment, submit your application as soon as possible. If successful for the role following interview start date will be subject to our pre-employment checks which include receiving satisfactory employment references & right to work in the UK.

Application format: submit by email an up-to-date CV together with a supporting statement of no more than 2 A4 pages. All documents need to be in .doc/.docx/.pdf format. Alternatively, this can be provided as a short video/audio response no more than 10 minutes in length. Please ensure you provide examples of how you meet the essential criteria within the Person Specification and the main responsibilities for this role in your supporting statement.

Please email your CV and supporting statement to recruitment@homemcr.org and complete the link here to the [Equal Opportunities Form](#). Please add the job reference number **886079** in the subject line.

We will interview candidates who meet the essential criteria in the person specification. Support is available at every stage of the process please email recruitment@homemcr.org if you have any questions related to support requirements.

Interviews will take place in person on Thursday 3rd September 2026

HOME strives to be an equal opportunity employer, committed to diversity and inclusion in the workplace.

Please note Due to the high volume of applications we are unable to respond to all applicants individually. If you have not heard from us before the interview date, unfortunately, you have not been shortlisted on this occasion. Regrettably, we are unable to provide feedback at the application stage for those not selected for interview.

Thank you for your interest in this post.



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