

STRATFORD
EAST

TECHNICIAN (LIGHTING BIAS)

SEPT 2026

STRATFORD
HERE FOR
GREAT THEATRE **EAST**



WELCOME

Thank you for your interest in the post of TECHNICIAN (LIGHTING BIAS)

This pack includes information on Stratford East, the job description, person specification and details on how to apply. Please read all the information carefully before starting your application. Only relevant information will be considered when shortlisting applicants for interview. You may find it helpful to look at the Stratford East website www.stratfordeast.com for general information on the theatre's policies, current programme and past history.

We would like all applicants to know that if they need additional support during the recruitment process, we are happy to make reasonable adjustments.

The deadline for receipt of completed applications is **Mon 28 SEPT 2026**. Applications received after 10am on the deadline date will not be accepted.

It is intended that initial interviews will take place on **Mon 05 Oct 2026**. Possible second round interviews will take place the same week.

We may ask you to carry out a task as part of the interview process. We give as much notice as possible ahead of a task. We are happy to make reasonable adjustments for applicants, if needed, to complete the task.

If you have questions about the recruitment process, or need assistance, please contact recruitment@stratfordeast.com

Stratford East is committed to a policy of equal opportunities embracing diversity in all areas of activity and positively welcomes applications from disabled people and people of all ethnicities.

HOW TO APPLY

To apply for the post, please:

- Enter your details on our [APPLICATION PORTAL](#) and upload your covering letter & CV.
- Please ensure your CV is no longer than 2 pages.
- Please include why you want the job and how your skills meet the person specification within your covering letter.
- Complete the equal opportunities monitoring form via this [link](#) (optional).
- Supporting statements can be submitted in written, video or audio format. Please contact recruitment@stratfordeast.com for any assistance.
- If you choose to submit a recorded application, please email the recording to recruitment@stratfordeast.com
- When submitting your covering letter and CV via our website, please ensure your full name is part of the file name of the document uploaded.

SAFER RECRUITMENT PRACTISES

Stratford East is committed to safeguarding and embeds safeguarding in all of its working practices.

As part of our recruitment process, we ask applicants to agree to undertake a DBS check and complete a self-disclosure form, if applicable to the role.

If required, applicants will need to complete a self-disclosure form if invited to an interview. The completed form should be brought to the interview in a sealed envelope, marked 'confidential'. The envelope will only be opened, and the contents reviewed, as part of our referencing process, if the candidate is successful. All unopened disclosure forms will be shredded.

References are only sought for successful candidates, when referees are approached, we will ask them to assess the candidate's suitability for the role if it involves working with children, young people, and vulnerable adults.





STRATFORD EAST

Stratford East is here to make truly great theatre in an atmosphere that welcomes all, with extraordinary shows that are affordable by all in the beating heart of East London.

Stratford East is a producing theatre, built in 1884, in the heart of East London, situated a short walk from Stratford station. We have a proud history and an exciting future. We represent our culturally and socially diverse community in the work we make, the people we employ and our audiences and participants. We tell stories that are current, political and representative of London.

From 1953 – 1979 the theatre was the home of Joan Littlewood's legendary Theatre Workshop Company which received international recognition with their acclaimed productions such as *Oh, What a Lovely War!* and *A Taste of Honey*. Many leading actors, writers and directors have been part of the Stratford East family including Meera Syal, Barbara Windsor, Don Warrington, Sheila Hancock, Indhu Rubasingham, Tanika Gupta, Roy Williams and Cynthia Erivo.

We run a Learning and Participation offer that is accessible and inclusive to all. We run a range of programmes to create a lasting impact for our local community which aims to:

- provide routes into the industry, across all theatre departments, with a particular focus on diversifying those coming into the workplace; and
- provide opportunities to people of all ages to develop their creative talents and engage with the theatre's work, ensuring there is a creative outlet to the widest possible constituency.

GOVERNANCE AND FINANCES

Stratford East is a registered charity (Charity Name: Pioneer Theatres Ltd) and a company limited by guarantee. Stratford East Trading Limited is a subsidiary of the charity and operates the bar and catering provision. We are overseen by a non-executive Board of Directors who delegate day-to-day management of the theatre to its Executive Team.

We have an annual turnover of approximately £5m and our work is funded through four main sources: grant income from Arts Council England; box office income; fundraising income from trusts, businesses and individuals; and other earned income which includes commercial hires, catering and front of house sales.



Theatre Royal Stratford East Photograph by Ian Grundy



TAMBO AND BONES Photograph by Manuel Harlan

JOB DESCRIPTION

Job Title:	Technician (Lighting Bias)
Reporting to:	Deputy Head of Lighting/Senior Technician
Direct Reports:	Production and Stage Management team, Operations and Front of House, Creatives and Freelance or casual show staff

MAIN PURPOSE OF THE ROLE

To facilitate the smooth running and delivery of productions at Stratford East. Working collaboratively and creatively with all departments. Supporting all aspects of the production process through technical excellence, adaptability, and teamwork.

To be a part of the expert in-house team, to act as liaison for touring shows, incoming companies, events, or hires through all aspects of production. Including, not limited to pre-rig, fit-up, running and get-outs.

To ensure safety standards and best working practices are upheld in all situations.

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Specialise in theatrical production lighting for both Stratford East and guest productions
- To competently also operate sound, video and stage equipment.
- Rig, patch and focus lighting fixtures and equipment
- Build, install and manage lighting practicals to the highest standard
- Competent programming of Eos family consoles for both pre-programmed cue stack operation and live busking with generic, pixel, LED and moving light integration.
- Generate show documentation, including running documents, records and archive suitable for production handover or future revival and transfer
- To maintain all production equipment in good working order in accordance and compliance with regulatory standards and legislation
- Rig and fly scenery in conjunction with the Head of Stage and stage dept.
- Assist with rigging, patch and focus of sound and A/V equipment.
- Accurately draw, interpret and implement theatrical plans and drawings
- Ensure professional presentation of the theatre and associated spaces
- Manage equipment stores including asset management and cataloguing
- supervision of casual and freelance technicians
- Undertake any reasonable task or duty applicable to the role





THE BIG LIFE Photograph by Mark Senior

PERSON SPECIFICATION

PERSONAL ATTRIBUTES

To be curious and enquiring, supportive of others, embracing of new ideas

Collaborative approach, dedicated and driven towards high-quality outputs

Self motivated and resourceful

Excellent communicator

A Passion for Art and Culture

QUALIFICATIONS

Industry recognised Qualifications welcomed, e.g. ABTT Bronze, PASMA, NIC 7909, IPAF, Work at Height, EoS, Dante, CDM.

EXPERIENCE AND KNOWLEDGE

Significant industry experience in lighting and a good working knowledge of theatre production practices and related equipment particularly in a producing theatre

To be familiar with and understand the fundamentals of IET Wiring Regulations (BS 7671 18th Edition) and ISITEE (formally PAT)

Up to date knowledge of current health and safety best practice and legislation including all relevant theatre standards, eg LOLER, PUWER

Awareness of Theatre Green Book and reasonable use of materials

Awareness of theatre engineering in accordance with BS EN 17206-2

SKILLS

Ability to wire a plug

Build, maintain and operate lighting systems, video systems and simple PA

Rig and fly a bar safely (hemp, counterweight and auto)

Tie basic theatre knots (clove hitch, bowline and half hitch)

Basic carpentry- be able to confidently hand and power tools, e.g. drill driver.

Literacy in English and Maths



Theatre Royal Stratford East Photograph by Ian Grundy



INFORMATION

Contract type:	One-year fixed term contract, full time
Salary:	£29,000 per annum
Hours of Work:	39hrs per week 1x Overtime until 44hrs, 1.5x Overtime thereafter.
Holidays:	30 days per annum including bank holidays. This will increase by 1 day for each full holiday year of service completed to a maximum total of 33 days. Holiday is pro rata for part time.
Probation:	6 months
Notice Period:	2 months (after probation)
Pension:	Up to 5% matched pension contribution after qualifying period
Other Benefits:	Season ticket loans, Cycle to Work Scheme, complimentary theatre tickets, staff catering discount, Employee Assistance Programme (support and advice via phone and online for on various matters including legal, debt, counselling etc.)