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| **PERSON SPECIFICATION**  |
| **ROLE:****Venue Technician**  | **ESSENTIAL REQUIREMENTS** | **DESIRABLE** |
| **Qualifications**(What qualifications are needed) | * Qualification in Technical Theatre to Diploma level or a minimum of three years practical experience.
 | * IOSH Managing Safety qualification.
* Maths and English GCSE grade C (or equivalent).
* First Aid at Work training (we will provide training if necessary).
* Fire Marshal training.
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| **Experience**(What they know) | * Working in a provincial theatre environment.
* Experience of supervising a team of technicians.
* Experience dealing Get in’s and outs for one night shows and local community groups.
* Dealing with internal and external stakeholders (clients, customers, contractors).
* Logistics and manual handling of small and large items in a busy environment.
 | * Experience using digital sound desk.
* Experience of programming and operating QLab.
* Experience of setting up and operating radio mics.
* Experience with H&S compliance such as Fire Safety, Electrical Safety.
* Experience of practical health and safety regulations.
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| **Skills**(What have they done) | * Excellent communication skills.
* Excellent organisational & time management skills.
* Proactive customer care skills.
* Excellent team-working ability.
* Strong interpersonal skills.
* Strong logistical skills.
* Confident Microsoft Office software usage.
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| **Behaviours**(Way of thinking and Acting) | **TEAMWORK – Achieve more by working together.*** Understands the benefits of teamwork across an organisation.
* Able to lead from the front.
* Organise work as a team.

**INNOVATION – Seek solutions to deliver services in the best way.*** Brings new ideas.
* Thinks outside the box and not stuck in one way of thinking.
 | **TEAMWORK*** Ability to bring together individuals to work in collaboration as a team on key themes or projects.

**INNOVATION*** Brings only solutions when faced with problems.
* Thinks with the end goal in mind at all times.
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| **ROLE:****Deputy Front of House Manager** | **ESSENTIAL REQUIREMENTS** | **DESIRABLE** |
| **Behaviours**(Way of thinking and Acting) | **EFFECTIVENESS** **– Focused on achieving results.*** Self-motivated.
* Can organise own work and prioritise tasks.
* Ability to look for solutions when problems arise.
* Not afraid to seek assistance to achieve desired results.

**RESPECT** **– Value the views and opinions of others.** * Ability to understand differing opinions.
* Makes time for individual staff needs.
* Active listener, not waiting turn to speak.
 | **EFFECTIVENESS*** Able to motivate others as well as self.
* Highly organised and able to apply to tasks and find better ways to work.
* Able to set own goals to achieve desired result.

**RESPECT*** Able to change opinions for the good of the team.
* Ability to create a high trust work environment where all staff can give their opinions and ideas.
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