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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. |
| **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. |
| **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. |  |
| **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. |