



## Senior Technician (Sound Bias)

### About us

ATG Entertainment is proud to stand at the forefront of the live entertainment industry.

Our expertise and capabilities enable producers and other creatives to bring their visions to life and create unforgettable performances for audiences, presented in our landmark venues and delivered with exceptional hospitality. It is the passion of our teams, that cover every discipline across the live entertainment industry, that underpins our continuing strategic growth and success.

**We own, operate or programme some of the world's most iconic venues;** ATG Entertainment manages 64 venues across Britain, the US and Germany.

**We are the world leader in theatre ticketing;** We process more than 18 million tickets every year for hit musicals, acclaimed plays, concerts, comedy shows and a variety of other live events across the UK, US, and Germany.

**We present the world's best live entertainment in our venues;** working alongside the world's leading producers and creative artists, our venues present an extraordinarily diverse range of top-quality entertainment.

**We produce award-winning shows;** our in-house production team, ATG Productions, are dedicated to producing critically acclaimed, commercially successful and creatively ambitious work for the West End, Broadway, Continental Europe and beyond.

People are at the heart of our success. We are passionate about bringing great live experiences to the widest possible audience; about giving the world's best creative talent the stage it deserves; and about providing our people and partners with opportunities to realise their full potential.

### Our values

In everything we do, we strive to be Ambitious, Collaborative, Passionate and Smart.

- We are **ambitious** and seek to exceed people's expectations.
- We are **collaborative** and help each other to reach our goals.
- We are **passionate** about our work, our business, and our industry.
- We are **smart** in our quest for simple, efficient, and innovative solutions.

### Corporate Social Responsibility: our priorities

- Next Generations: introducing tomorrow's audiences to the pleasures of live entertainment, recruiting and nurturing the next generation of industry talent.
- Inclusion: improving and promoting diversity, inclusion and well-being in the workplace.
- Sustainability: helping reduce our impact on the environment by making our business more sustainable.

### A Stage for Everyone - Our Inclusion, Diversity, Equity and Access Mission Statement

Our stages are a platform for compelling stories – stories that are for all, by all, and of all. We shine our spotlight on our differences and believe that understanding and celebrating these differences makes us better global citizens. We are passionate about the pursuit of true diversity and equality. We strive to make our venues beacons of these ideals in our communities. Onstage and off, we hold ourselves accountable for nurturing an inclusive culture, one in which everyone can bring their authentic selves. At ATG entertainment, we provide a stage for everyone.

We recognise that we do not have all the answers; but we strive to listen, to learn and to change in order to ensure ATG Entertainment becomes a truly inclusive organisation. We therefore welcome and encourage applications from individuals from the widest possible range of backgrounds and particularly welcome applications from those currently underrepresented in our workforce.

We are a Disability Confident Committed Employer, which means that we are taking action to ensure that people with disabilities and long-term health conditions feel supported, engaged and able to fulfil their potential in the workplace. We will offer an interview or recruitment event to disabled candidates who tell us they wish to participate in the scheme and who demonstrate in their application that they best meet the essential criteria for the role. Where we receive more applications than we are reasonably able to interview for any given role, we will retain applications for the next available interview opportunity wherever possible.

If you'd like to discuss accessibility prior to applying, please email [recruitment@atgentertainment.com](mailto:recruitment@atgentertainment.com) for a confidential discussion.

## **The Senior Technician (Sound Bias) Role**

You'll report to the Technical and Buildings Manager. You'll also work closely with all departments.

As the Senior Technician (Sound Bias), you will play a key role in a busy and energetic receiving house, providing clear and consistent leadership to the venues casual technicians and taking a role in leading the venue teams on fit ups, shows and get outs. You will lead a large and diverse team of casual technicians and enable them to deliver to tight deadlines. A detail orientated mindset will lead our teams by example and ensure that our shows are delivered with care and pride. You will also work alongside the in-house technical team providing a clean and safe workplace for all, help achieve our risk management goals whilst maintaining our exemplary standards of presentation.

## **Key responsibilities**

### **Productions**

- Ensure the team's interaction with visiting companies of all styles and sizes is enabling, efficient and professional at all times in order that the venue provides the best possible experience and welcome to our producing partners and their company while ensuring we meet and exceed the ATG producer Charter.
- To help and ensure the safe and effective get in, fit up and get out of all productions acting as a duty technician where required and working across all disciplines.
- When necessary, carry out the duties of show crew by providing safe and efficient operation of performances. With the ability to confidently cover all disciplines as required including, but not limited to; Stage Management, Flies, Sound, Electrics and Follow Spot.
- To act as Duty Technician for our vast range of performances throughout the year. Providing health & safety advice to companies where required and ensuring the performance is delivered in a timely manner whilst being conscious of our fantastic back of house customer experience.
- To support the in-house technical team in training, appraising, and managing the team's performance to ensure business and departmental objectives are achieved throughout the teams.
- To take ownership of Sound requirements in the building.

### **Equipment and Maintenance**

- Work alongside the Technical and Buildings Manager, Stage Manager, Chief LX and Maintenance Supervisor to implement both planned preventative maintenance and reactive maintenance as required.
- To oversee departmental maintenance including, but not limited to, PAT testing, LOLER inspections, general equipment maintenance, equipment cleaning and managing our casual teams when they are called for maintenance shifts, ensuring that work is prioritised with both financial and risk implications in mind.
- Ensure COSHH reports and MSDS are completed and up to date for all departmental chemicals such as haze fluid, paint, and cleaning chemicals etc.
- Ensure the highest standards of housekeeping in all areas of the venue.

### **Health and Safety**

- Always adhere to health & safety procedures, policies, and regulations, to ensure a duty of care to colleagues and others working while minimising the risk of injury and accidents.
- Lead and document CDM inductions and Toolbox Talks for visiting productions at the start of each phase of the build and removal of the show.
- When required carry out the venue induction with contractors and new staff to ensure all policies are always followed by all on site.
- Ensure correct procedures are followed when accidents or injuries do occur on site as required.
- Assist the Technical HOD's in ensuring venue compliance with all Health & Safety legislation, risk management and fire safety audits.
- To complete any delegated risk management tasks in a timely and efficient manner as required by the Technical HOD's.

## **Staff Management**

- Lead the casual staff by good example and by taking a pro-active approach to work. This will be demonstrated by, but not limited to, positive attitude, punctuality and achieving an excellent standard of work.
- Support the in-house technical team in the development and implementation of new ways of working to improve both our customer service and efficiency whilst working towards achieving the business and development plans.
- Support the Technical HOD's in training and managing the casual team's performance to ensure business and departmental objectives are achieved.
- Participate in the recruitment of casual staff, induction, and management of the new team members.
- To ensure ATG's zero tolerance approach to bullying, racism, homophobia, and transphobia is rigorously enforced using informal counselling sessions to provide a safe and comfortable environment for all.

## **General**

- Support the Technical HOD's in ensuring departmental and business wide objectives are met in a timely and cost-effective manner.
- Attend training courses as required to further self-development.
- Demonstrate high standards of customer care at all times.

## **Everyone's responsibility.**

Everyone at ATG Entertainment is expected to play their part in achieving our goals and upholding our core values, by:

- Committing to creating and upholding a positive, inclusive culture that nurtures potential and supports well-being.
- Playing your part in reducing our environmental impact and finding more sustainable ways of working.
- Encouraging the next generation in live entertainment by contributing to our outreach and training programmes, including mentoring students and trainees, and supporting our Creative Learning and Community Partnerships work.
- Having a positive attitude to health and safety, legal and insurance requirements and take care to understand our policies and procedures. You'll help us uphold a positive culture around meeting our obligations.

We are all expected to participate actively in the life of the company, and opportunities will arise for you to collaborate with others across the business. Everyone at ATG Entertainment is expected to be flexible and adapt as the needs of the business change, taking on new or different responsibilities as the need arises.

## **Your skills, qualities, and experience.**

If you are able to demonstrate many of the essential criteria, we encourage you to apply, and welcome transferable skills from other industries or backgrounds. We can give experience of any desirable criteria but may also use them to decide between candidates for this role.

### **Essential**

- Experience of medium & large-scale touring either from a venue perspective or from a touring perspective.
- Experience leading and working as part of a team.
- Experience in setting up and mixing live sound.
- Experienced multi-skilled theatre technician.
- Experience with hemp flying.
- A high level of written and verbal communication with the ability to motivate others and commitment to staff and personal development.
- Ability to have a pro-active approach to problem solving.
- A good working knowledge of current legislation such as CDM, WAHR, LOLER and PUWER.
- An ability to work long and flexible hours including evenings and weekends.
- An enthusiasm for live performance.

### **Desirable**

- Manual handling trained • Working at height trained.
- First Aid trained.
- PAT Testing qualification.

- IOSH certificate.
- Pyrotechnics qualification.
- A working knowledge of the HSAWR.
- Knowledge and understanding of building maintenance.
- Understanding of the BECTU UK Theatre agreement.
- Experience of programming ETC EOS family consoles.
- Experience relighting performances.