



Recruitment Pack

SENIOR LIGHTING TECHNICIAN

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**REGENT'S PARK OPEN AIR
THEATRE IS A MAGICAL
SANCTUARY FROM THE HUSTLE
AND BUSTLE OF THE CAPITAL.**

The Times



ABOUT US

Established in 1932, the multi-award-winning Regent's Park Open Air Theatre is one of the largest theatres in London (at a capacity of 1,304). Passionate about producing popular, enriching and unexpected theatre that provides a lens into the here and now, the scale and ambition of our productions together with our magical outdoor setting, makes us unique in the capital's cultural landscape. In 2025 we welcomed just under 177,000 people to our 20-week summer season.

Drew McOnie assumed the role of Artistic Director in January 2024, and James Pidgeon was appointed Executive Director in 2021.

Over the last sixteen years, our productions have won ten Olivier Awards, ten WhatsOnStage Awards, and four Evening Standard Awards. We were named London Theatre of the Year in 2017 by The Stage, and received the Highly Commended Award for London Theatre of the Year in 2021. Our productions have toured the UK and have transferred to both the West End and the United States. Our 2016 revival of *Jesus Christ Superstar* has just finished tours of the UK, North America and Australia. Our Olivier Award-winning revival of *Fiddler on the Roof* transferred to the Barbican Centre in May 2025 ahead of a major tour of UK and Ireland through to January 2026.

As a registered charity that receives no regular public subsidy, we rely entirely on earned income and charitable contributions. Nevertheless, we have maintained 36,000 tickets at £15 across the whole of 2025's summer season, our BREEZE scheme enables those aged 18-25 to buy tickets for £10, and we regularly work with local charities. Each year, on average, we subsidise tickets for 6,000 school pupils.

Food and drink plays a significant role in the Open Air Theatre experience, with our in-house bars and restaurants including Covered Dining, The Grill and The Pizza Oven. We also have our own picnic lawn and the West End's longest bar!

Regent's Park Open Air Theatre has become one of the most independently sustainable and financially successful producing theatres in the country, and we're proud to embark on the next stage of our vision with ever-increasing artistic ambition and entrepreneurial spirit.

OUR VISION, MISSION & GUIDING VALUES



VISION	MISSION	GUIDING VALUES
<p>To help people make sense of the world under a shared sky.</p>	<p>Celebrating our unique and experiential outdoor setting, we create popular, enriching and unexpected theatre that provides a lens into the here and now.</p>	<p>Ambitious Open Independent Connected Joyful</p>

UNDERLYING PRINCIPLES

01 Equity, Diversity & Inclusion	03 History & Heritage
02 Environmental Sustainability	04 Civic Responsibility

STRATEGIC PRIORITIES

01 Producing Expansion
02 Developing Audiences & People
03 Organisational Growth



**REGENT'S PARK OPEN AIR
THEATRE IS FAST BECOMING
THE NEW POWERHOUSE
FOR EYE-OPENING MUSICAL
REVIVALS.**

Broadway World

JOB ROLE

KEY RESPONSIBILITIES

Regent's Park Open Air Theatre is seeking an experienced and proactive Senior Lighting Technician to join the Lighting Department for the 2026 season. Working closely with the Head of Lighting and freelance lighting staff, the Senior Lighting Technician will lead the day-to-day operation and maintenance of the lighting systems across the season, supporting the delivery of a diverse programme of productions in our unique outdoor environment.

This role plays a key part in ensuring the consistent artistic quality, safety and reliability of lighting throughout rehearsals, technical periods and performances, while contributing to a collaborative and professional backstage culture.

This role involves:

Department delivery and technical operation

- Support the Head of Lighting and freelance lighting technicians in the installation, focusing and programming of lighting rigs to meet the creative requirements of each production.
- Operate the lighting control system for all performances, maintaining the artistic integrity of each show following the Lighting Designer's departure and post-press night or technical freeze.
- Carry out daily rig checks and system tests, proactively fault-finding and repairing or replacing equipment as required to ensure safe and reliable operation.



- Make, adapt and maintain practical electrics units as required for individual productions.
- Move, re-focus and re-set temporary lighting and practicals on changeover days, working efficiently to support tight turnaround schedules.

Supervision, maintenance and compliance

- In conjunction with the Head of Lighting, supervise follow-spot operators and other temporary lighting staff as required.
- Undertake PAT testing and routine maintenance of lighting equipment, ensuring accurate records are maintained.
- Support the Head of Lighting in ensuring compliance with licensing requirements relating to production lighting and stage power.
- Work in accordance with all health and safety procedures, including safe systems of work for outdoor environments and working at height.

Collaboration and professional practice

- Work closely with Stage Management, other technical departments and the wider production team to support smooth rehearsals and performances.
- Assist with get-ins, get-outs and changeovers, including weekend work as required.
- Support Regent's Park's commitment to accessibility, including assisted and access-focused performances.
- Act in line with policies on safeguarding, sustainability, equal opportunities and professional conduct.
- Carry out any other duties normally associated with the role of Senior Lighting Technician on a first-class theatrical production.



PERSON SPECIFICATION

The ideal candidate will be a highly skilled and dependable lighting technician with strong operational experience, a practical and methodical approach to problem-solving, and the ability to work calmly under pressure in a live performance environment. They will be collaborative, safety-conscious and committed to maintaining high artistic and technical standards.

Essential

- Previous experience working as a Senior Lighting Technician or in a comparable role on a professional theatre production, tour or within a similar-sized venue.
- Proven ability to carry out all duties listed above, including an understanding of the specific hazards associated with working outdoors.
- Strong working knowledge of ETC Eos lighting control systems.
- Good understanding of lighting networks and data distribution.
- Experience conducting rig checks, fault-finding and equipment maintenance.
- Calm, organised and tactful approach, with the ability to prioritise workload effectively.
- Excellent interpersonal and communication skills, with a collaborative approach to working.
- Creative and resourceful problem-solving skills.
- Sound knowledge of health and safety legislation and best practice.
- Experience of working at height, including harness work on vertical truss towers (training will be provided where required).



- Ability to work independently and take responsibility for day-to-day departmental operation when required.
- An understanding and commitment to equity, diversity and inclusion.
- A passion for Regent's Park Open Air Theatre and the work we produce

Non-Essential

- First Aid qualification.
- Experience using Lightwright to produce lighting paperwork.
- Experience using Moving Light Assistant and/or VOR / STAMP to document shows.
- BS7909 qualification.
- Experience using Vectorworks for lighting documentation.

If there are some skills in the Essential criteria that you do not currently have but feel you could learn and develop over time, please still apply and note this in your application.



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**AS DARKNESS ENCROACHES,
THERE IS NO MORE GLORIOUS
PLACE TO GET ONE'S FILL OF
CULTURE.**

TERMS & CONDITIONS

Job Title:

Senior Lighting Technician

Responsible to:

Head of Lighting

Working closely with:

Follow spot operators and freelance lighting technicians, Stage Management and all other production departments

Contract:

Full-time, fixed-term between 13th April and 3rd October 2026

Basic Working Hours:

43 hours per week across 6 days. The role will require regular work in the evenings and at weekends, as well as on Bank Holidays.

Work Base:

Regent's Park Open Air Theatre, Stage Door, Open Air Theatre, London, NW1 4NU

Salary:

£795 per week paid weekly by PAYE

Benefits:

Contributory pension scheme.

Two complimentary tickets for each of the summer season's lead productions. Staff discount at the theatre's bar and catering outlets.

Training and development opportunities.

Access to external wellbeing and therapy service.

Annual Leave:

Due to the nature of this contract, the successful candidate will not be able to take holiday during the contract unless required by us; payment in lieu of unused holiday entitlement will be made at the end of the contract.

Notice Period:

1 month

Probationary Period:

1 month



ONE OF THE GREAT UNDERSUNG THEATRICAL SUCCESS STORIES, PACKED WITH AWARDS, AS WELL AS MOUNTING CRITICAL AND AUDIENCE ACCLAIM.

Evening Standard



HOW TO APPLY

To apply for this role:

Please download and complete the Personal Details Form and Application Form from [our website](http://jobs@openairtheatre.com), and return to jobs@openairtheatre.com by no later than **10am on Tuesday 24th February**.

Should you prefer to answer the questions in the Application Form by submitting a video of yourself (lasting no more than 10 minutes) or a voice note (lasting no more than 10 minutes) instead of a written form, then please do.

First Round interviews are currently scheduled to take place on **Thursday 12th March**. We will notify you either way if you have been selected for interview or not.

Feedback will be provided to all first round interviewed applicants on receipt of a written request no later than 1 week after the date of interview. We regret that due to the volume of applications expected feedback cannot be provided to applicants who aren't invited to interview.

Should you have access requirements or need any barriers removing in order to apply for this role and/or attend an interview, please e-mail jobs@openairtheatre.com.

Regent's Park Open Air Theatre is an equal opportunities employer, and our recruitment process is open to all, regardless of disability, ethnicity, sexuality, gender identity, religion, caring responsibilities, and/or socioeconomic background. Our aim is to achieve greater diversity so that our organisation better reflects the society in which we live and work, and to foster an organisational culture that is inclusive, respectful and safe. We welcome and encourage applications from people of all backgrounds, perspectives, identities and lived experiences, and in particular those of the global majority and those who are disabled.

Regent's Park Open Air Theatre is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff to share this commitment. Successful applicants may be asked to undertake an Enhanced DBS check, dependent on the requirements of the role.

Please click the following link to complete [this anonymous survey](https://www.surveymonkey.com/r/Y7V7PJS) which will help us to effectively monitor our Equity, Diversity & Inclusion work by identifying barriers to working or engaging with Regent's Park Open Air Theatre. Your responses will remain separate to your application and will be anonymised and kept confidential.

<https://www.surveymonkey.com/r/Y7V7PJS>

