



REGENT'S PARK  
**OPEN AIR**  
THEATRE

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

To help people make sense of the world under a shared sky.

## MISSION

Celebrating our unique and experiential outdoor setting, we create popular, enriching and unexpected theatre that provides a lens into the here and now.

## GUIDING VALUES

Ambitious  
Open  
Independent  
Connected  
Joyful

## 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 a fixed-term engagement during the 2026 season.

Working closely with the Head of Lighting and freelance lighting staff, the Senior Lighting Technician will support the day-to-day operation, maintenance and running of the lighting systems across performances, rehearsals and technical periods. While the Head of Lighting retains overall departmental responsibility, this role will act as the senior lighting presence on site during day-to-day show operations and performances.

This role plays a key part in maintaining the artistic quality, safety and reliability of lighting systems within the unique environment of an outdoor theatre, while contributing to a collaborative, supportive and professional backstage culture.

**This role involves:**

### **Department Support and Show Running**

- Support the Head of Lighting and freelance technicians with the installation, focusing and programming of lighting systems for productions across the season.
- Act as the senior lighting technician on site during performances and day-to-day operations, supporting the smooth running of the department in the absence of the Head of Lighting.
- Operate the lighting console for performances and maintain the artistic integrity of productions following technical rehearsals and press night.



- Support and supervise freelance lighting staff, followspot operators and venue crew as required.
- Learn one followspot track for the production of CATS to provide emergency cover to this role.

#### **Maintenance and Technical Operations**

- Conduct regular rig checks, system tests and fault-finding to maintain lighting systems safely and effectively throughout the run.
- Swap, repair or maintain lighting equipment as required, escalating larger issues to the Head of Lighting where appropriate.
- Assist with temporary rig adjustments, re-focusing and practical lighting changes during changeovers and technical periods.
- Build and maintain practical electrics and special lighting effects as required for productions.
- Undertake PAT testing and regular maintenance of lighting equipment.
- Support the Head of Lighting in ensuring compliance with licensing requirements relating to stage electrics and production power

#### **Collaboration and Working Practices**

- Work collaboratively with Stage Management, Sound, Stage and other production departments to support the smooth running of rehearsals and performances.
- Support get-ins, fit-ups, technical rehearsals, changeovers and get-outs as required.
- Maintain clear communication with colleagues and visiting creative teams.
- Create and encourage a supportive, positive and professional backstage environment for cast and crew.

#### **Health, Safety and Professional Standards**

- Work safely and confidently at height, including on vertical truss towers and access equipment, following all relevant training and safe working procedures.
- Maintain awareness of Health & Safety legislation and safe working practices relevant to lighting and live performance environments.
- Support Regent's Park's commitment to accessibility, including assisted performances.
- Demonstrate a commitment to equity, diversity, inclusion and access, contributing to a working environment where all staff feel supported and empowered.
- Carry out any other duties reasonably associated with the role of Senior Lighting Technician on a first-class theatre production.



# PERSON SPECIFICATION

**The ideal candidate will be an experienced and technically confident lighting practitioner with strong operational and troubleshooting skills. They will be calm under pressure, collaborative in their approach, and comfortable taking responsibility for the day-to-day running of lighting operations during performances within a busy producing theatre environment.**

## Essential

- Previous experience working as a Lighting Technician in a comparable role within a professional theatre, producing house or touring environment.
- Demonstrable experience installing, focusing, maintaining and operating theatrical lighting systems.
- Good operational knowledge of ETC Eos lighting control systems.
- Experience fault-finding and maintaining lighting systems in a live performance environment.
- Ability to work safely and confidently at height, including harness work on vertical truss towers (additional training will be provided where required).
- Awareness and understanding of Health & Safety legislation and safe working practices relevant to theatre lighting.
- Calm, organised and practical approach to problem-solving.
- Excellent interpersonal skills with a collaborative approach to working.
- Ability to work effectively under pressure within a fast-paced live performance environment.
- Flexible and self-motivated with a proactive approach to work.
- A passion for Regent's Park Open Air Theatre and the work we produce.
- An understanding and commitment to equity, diversity, inclusion and access.



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

The i

# 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 22nd June and 20th September 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:**

£800 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:**

2 weeks

**Probationary Period:**

2 weeks



**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 from [our website](#), and return with a copy of your CV and cover letter to [jobs@openairtheatre.com](mailto:jobs@openairtheatre.com) by no later than **10am on Monday 8th June**.

Should you prefer to submit 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 11th and Friday 12th June**. 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](mailto: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](#) 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>**

