

# RECRUITMENT PACK

Lighting Sound and Video Technician  
January 2026



# HOME

# WELCOME

## Thank you for your interest in the role of Lighting Sound and Video Technician at HOME.

HOME is Manchester's beating heart for theatre, film and art. It's an everyday escape, a space which invites everyone in for conversation, creativity, culture and connection. At HOME, you can discover new dimensions, old favorites and everlasting stories.

HOME is Manchester's premier arts centre and a registered charity, welcoming over 7 million visitors since opening. HOME features two theatres, five cinemas, an art gallery, and a popular restaurant. HOME collaborates with artists from both the UK and around the world to produce and present exceptional visual art, cinema, and theatre experiences. Placing a strong focus on UK theatre, international works, new commissions, and artist development, HOME is deeply rooted in the community, pushing creative boundaries, embracing experimentation, and sharing bold, exciting art with as wide an audience as possible. Our patrons include director Danny Boyle, actress Suranne Jones, playwright and poet Jackie Kay CBE, and artist Rosa Barba.

Our programme is presented across:

- Five state-of-the-art cinemas, presenting one of the UK's most celebrated programmes of independent film
- Two theatres – c.500 seat proscenium arch, T1; and c.130 seat flexible studio theatre, T2 – presenting HOME produced productions
- 500m<sup>2</sup> contemporary visual art space
- Digital platforms
- Talent development and engagement spaces
- In youth and education settings and within communities across Manchester

HOME also relies on trading and secondary income to support the charity, including two bars, a restaurant, event spaces and retail space.

If you require a large print version of this recruitment pack, or any reasonable adjustments to apply for this position, please contact [recruitment@homemcr.org](mailto:recruitment@homemcr.org).

# OUR VISION & MISSION

## WHAT WE'RE HERE FOR

We're an open and social space for the curious from all of our communities, future artists and producers of work that is provocative, playful and contemporary, of Manchester and the world.

## WHERE WE WANT TO BE

We want to be central to making Manchester a major city celebrated for its distinctive art – art that enriches the lives and life chances of its people – and a magnet for artists and creatives from all over the UK.

## WHAT MAKES US TICK

● We are conscientious

● We are considerate

● We are collaborative

● We are creative

● We are curious

## STRATEGIC OBJECTIVES

We're here to share exciting, entertaining and thought-provoking stories with the people of our city and beyond

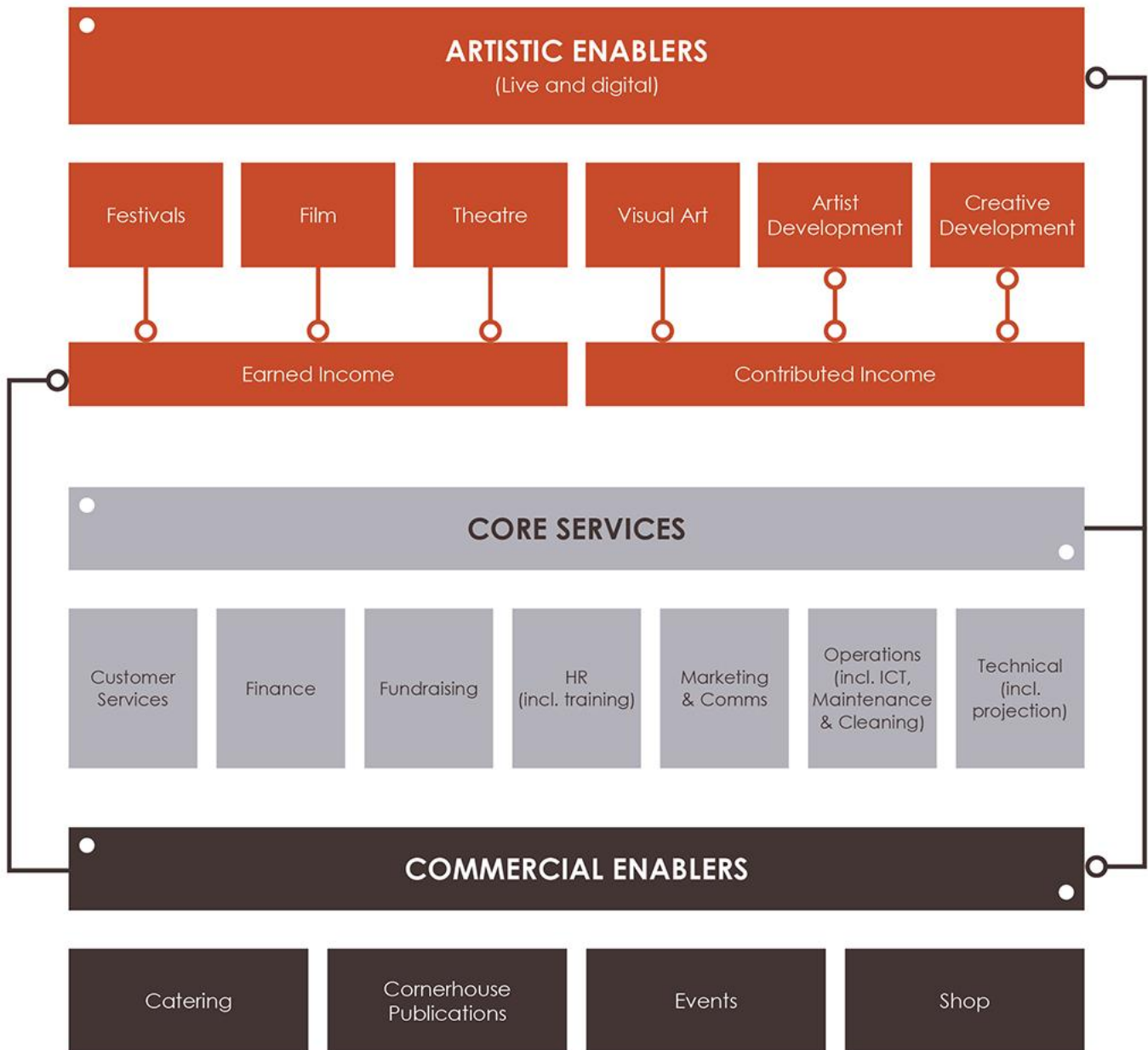
We're here to nurture creativity

We're here to develop and make our team feel valued

We're here to tackle inequality

We're here to protect the planet

# HOW WE WORK







## Equality at HOME

**HOME is an inclusive employer, and we are committed to championing anti-racism, equality and diversity through the way we work, and the work we make and present.**

We want our workforce to reflect on the diverse communities of Greater Manchester, and we welcome candidates from all backgrounds. We actively encourage and support applications from groups who are currently underrepresented across the arts sector, including members of the Global Majority, Deaf, disabled applicants, individuals from lower socio-economic backgrounds, and people from the LGBTQIA+ community.

HOME is a Disability Confident Employer, and a Supporter of the Greater Manchester Good Employment Charter.



# THE ROLE

You will be a self-motivated technical art professional, who has direct experience of working on the delivery of projects and productions in a theatre, arts or events venue.

You will have a proven track record, with experience of delivering technical support to a high standard with a keen eye for detail.

We welcome candidates who have a broad range of technical theatre skills and are comfortable working across disciplines.

This is an exciting and challenging role in a landmark building in Manchester.

## The Team

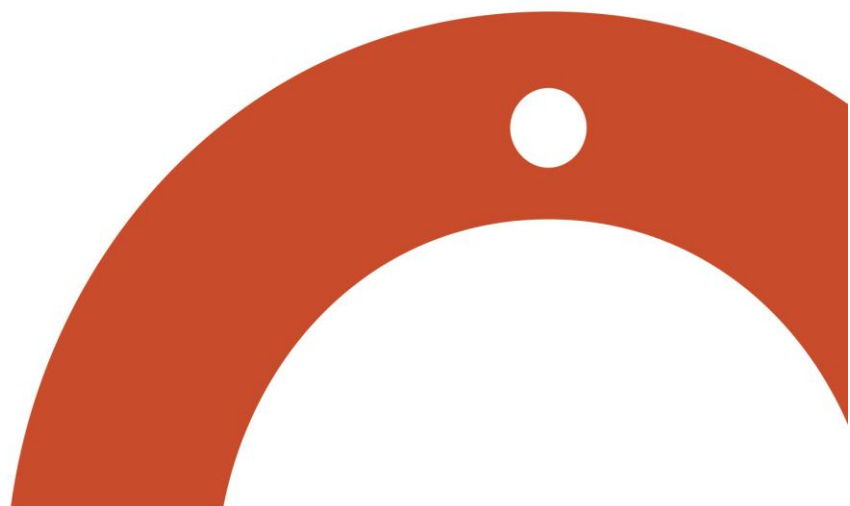
You will be part of an exciting forward-looking organisation working with a wide range of artists, partners, audiences, and stakeholders.

Our Technical team is enthusiastic, motivated, and engaged so expect to be challenged!

If you can share our ambition and have the skills, knowledge, and experience to do the job, this is a great and unique opportunity.

# KEY INFORMATION

<b>Salary</b>	£26,208 per annum (additional hours worked paid in line with the BECTU/UK Theatres agreement)
<b>Contract/Casual</b>	This post is FULL TIME based in Manchester
<b>Hours of work</b>	40 hours, inclusive of meal breaks  Exact hours of work as required by the job, working evenings and weekends as appropriate.
<b>Place of work</b>	HOME's offices are at 2 Tony Wilson Place, M15 4FN
<b>Holidays</b>	25 days per annum, plus statutory holidays – rising to 30 days after
<b>Pension</b>	GMAC Ltd operates a company pension scheme with a 3% company contribution, available to all staff
<b>Other benefits</b>	Discounted cinema and theatre tickets Employee Assistance Program Option to purchase additional holidays Cycle to work and Tech scheme
<b>Probationary period</b>	6 months
<b>Notice period</b>	1 month during probationary period, 3 months thereafter



# JOB DESCRIPTION

## Purpose

As a member of the Lighting, Sound & Stage team you will work with the Technical Manager and alongside the wider team to deliver the technical requirements of a modern multi artform building, while maintaining the required high standards of production, maintenance and safety of HOME spaces and equipment.

<b>Team</b>	Technical
<b>Reports to</b>	Technical Manager & Technical Stage Manager
<b>Responsible for</b>	Casual Technicians

## Main duties

1. Actively engage with HOME's Vision, Mission and Values in all areas of work
2. Work closely alongside the Technical Department in delivery of all productions and projects across HOME
3. Work as part of the team with responsibility for the professional building wide delivery of lighting, sound & AV services to all stage performances, gallery events, public events, conferences and related activities within agreed schedules and budgets
4. Act as Duty Technician on productions, events and projects as required
5. Working closely with freelance Production Managers and Creative Teams on lighting sound & AV requirements, during the pre-production and production periods of our own produced, co-produced and visiting productions
6. Ensuring that a high technical standard is sustained for every performance and event building wide
7. Working on shows in performance, events and projects when necessary
8. Be part of a team responsible for safe and efficient fitting-up, rigging, operation and getting-out of all HOME produced, co-produced and visiting company productions
9. Be part of a team responsible for the safe and efficient use of lighting, sound & stage equipment and any other mechanical equipment installed in the building whether permanent or temporary
10. Support the cinema and gallery teams in the delivery of their event program as and when required



## Additional duties

1. Be part of a team responsible for the safe and efficient use of the HOME storage areas, including the workshop, ensuring that these are kept in good order and repair
2. Work closely with the Operations Team to ensure the smooth working of our building
3. Cover for other members of the team during periods of annual leave and sickness
4. Contribute to the technical team as a proactive member
5. Carry out any other duties deemed relevant to the post
6. Working in other venues on HOME produced productions & projects as and when required

# PERSON SPECIFICATION

## Essential skills & experience

- Good understanding of theatre sound, lighting and video systems
- Experience working in a professional theatre environment
- Knowledge of theatre rigging and understanding of counterweight flying
- Experience/understanding of -Programming ETC Lighting Consoles, using moving lights and other DMX controlled fixtures
- Mixing live music and theatre sound on digital sound consoles
- Setting up and using radio microphones
- Operation and programming of Qlab for Sound and Video
- Set up and operation of video projection systems
- Maintenance, repair and service of lighting, sound, stage and video equipment
- Health & Safety at Work and Electricity at Work regulations
- Health & Safety practice including Risk Assessments
- UK theatre technical practice

## Desirable skills & experience

- Recognised qualification in technical theatre or events
- Manual Handling training qualification or equivalent practical experience
- Working at Height training qualification or equivalent practical experience
- Current valid First Aid training
- Current valid IPAF Card for category 3a
- An electrical and/or PAT testing qualification
- Experience using digital sound desks (SSL, Midas and Digico)
- Experience of working on both produced and visiting productions
- The making of practical electrical props to a high standard
- Ability to read and understand technical drawings, plans and schematics
- Good IT skills with a working knowledge of Microsoft Office
- Current UK driving license
- Knowledge of legislation relating to copyright, data capture & data protection

# HOW TO APPLY

**The deadline for applications is Monday 9th February 2026, 10am.**

**Please note** We review applications and reserve the right to close an advert early if we identify suitable candidates. To avoid disappointment, submit your application as soon as possible. If successful for the role following interview start date will be subject to our pre-employment checks which include receiving satisfactory employment references & right to work in the UK.

**Application format:** submit by email an up-to-date CV together with a supporting statement of no more than 2 A4 pages. All documents need to be in .doc/.docx/.pdf format. Alternatively, this can be provided as a short video/audio response no more than 10 minutes in length. Please ensure you provide examples of how you meet the essential criteria within the Person Specification and the main responsibilities for this role in your supporting statement.

Please email your CV and supporting statement to [recruitment@homemcr.org](mailto:recruitment@homemcr.org) and complete the link here to the [Equal Opportunities Form](#). Please add the job reference number **200351** in the subject line.

We will interview candidates who meet the essential criteria in the person specification. Support is available at every stage of the process please email [recruitment@homemcr.org](mailto:recruitment@homemcr.org) if you have any questions related to support requirements.

**Interviews will take place in person week commencing Monday 23rd February 2026**

HOME strives to be an equal opportunity employer, committed to diversity and inclusion in the workplace.

**Please note** Due to the high volume of applications we are unable to respond to all applicants individually. If you have not heard from us before the interview date, unfortunately, you have not been shortlisted on this occasion. Regrettably, we are unable to provide feedback at the application stage for those not selected for interview.

**Thank you for your interest in this post.**







#### FUNDED BY



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