

**LIGHTING TECHNICIAN/PROGRAMMERS
PRODUCTION SERVICES
(CASUAL)**

ABOUT THE PAVILION

The Pavilion Performing Arts Centre Sutherland is the premier performing arts centre in the Southern Sydney metropolitan area, strengthening regional and cultural values, and connecting its community to the entertainment and the arts. A state-of-the-art, multi-purpose venue with world-class technical facilities and seating for up to 686 patrons, the Pavilion is located in the heart of the Sutherland Shire.

Sutherland Shire is renowned for its high-calibre local performing arts companies and enthusiastic audiences. The Pavilion is a home for their work as well as an exciting selection of Australian and international entertainment, showcased in the exceptional design, which is built on the structure of the iconic 40-year-old entertainment centre. With abundant natural light and park-views, the enhanced audience experience helps in setting a new benchmark for metropolitan performing arts facilities in Sydney's south.

POSITION PROFILE

STATUS	CASUAL TEMPORARY
REPORTS TO	Technical Operations Manager
REMUNERATION	Lighting Technician \$39.68 p/hr incl loading + 11% super, weekend penalty rates also apply Lighting Operator/Programmer \$43.10 p/hr incl loading + 11% super, weekend penalty rates also apply.
DIRECT REPORTS	Technical Supervisor/Senior Technicians
HOURS OF WORK	No guarantee of hours per week.

PURPOSE OF POSITION

As a Casual Lighting Technician and Operator/Programmer, you play a crucial role in ensuring the success of live events, performances, and productions by managing the lighting equipment and contributing to the overall ambiance and visual experience. Your primary purpose is to execute lighting designs efficiently and creatively while maintaining safety standards abiding by Pavilion Performing Arts WHS Policies and Procedures.

ROLE & DUTIES

Casual Lighting Technician:

- Knowledge and experience (at least 1 year) of working conditions of a live theatre environment or a related industry.
- Demonstrated general technical understanding, skills and experience in entertainment lighting and of the requirements of live theatre and the performing arts industry.
- Basic theory and understanding of lighting concepts such as focusing and patching.
- Understand basic lighting network theory, under different platforms, Pathport and LSCnet.
- Physical fitness, agility and ability to work at heights.
- Ability and commitment to work on a rotating shift basis.
- Demonstrated ability to work cooperatively within teams and across multiple disciplines to ensure completion of work.
- Good communication skills and well-developed interpersonal skills.
- Commitment to abide by Pavilion Performing Arts policies, particularly WHS policies and procedures.
- Demonstrated knowledge and application of computer related technology.

Casual Lighting Programmer:

- Operation and set up of lighting equipment in live performance environments including operating lighting consoles (ETC and MA3) and other basic lighting systems for both Pavilion Performing Arts and Sutherland Arts Theatre for all productions and events.
- Lead Bump IN and Outs in a productive and efficient manner to deliver outstanding production services, communicating effectively.
- Follow and create documentation such as lighting plans, patch sheets, cue lists and other technical documents as required and independently setup lighting equipment and systems for use across all theatres and performance spaces.
- Possess sound knowledge of lighting system troubleshooting and fault finding, within the standard lighting and touring lighting systems.
- Have the ability to proficiently program and operate lighting consoles under a high-pressure environment, including genres of; live band performance, dance schools and musical theatre.
- Assist lighting team to effectively realise lighting designs from a range of clientele.
- Display outstanding professionalism towards internal and external clients.
- Meet Pavilion Performing Arts Work, Health and Safety expectations, by following and adhering to the company's policies and procedures.

POSITION OUTCOMES & ACCOUNTABILITIES

PERFORMANCE STANDARD	
Lighting Operator and Programmer	<ul style="list-style-type: none"> • Have sound knowledge in a range of industry lighting consoles, with in depth knowledge in either ETC Eos or GrandMA consoles. • Have the ability to perform work under time pressure, with at times performing last minute requests under limited resources or minimal information. • Has sound knowledge of lighting troubleshooting skills and is able to rectify issues under time pressure. • Has the ability to perform a range of console operations including that of; “busking”, “cue stacks” and other console functions relevant to the production or event. • Ability to realise lighting designs from a range of clientele. • Have a higher level of stakeholder engagement skills, liaising with clients and
Lighting Technician	<ul style="list-style-type: none"> • Have sound knowledge of rigging, patching and focusing a range of industry lighting fixtures. • Ability to interpret and execute floor plots and operate follow spots. • Possess sound knowledge and experience in troubleshooting complex lighting systems. • Ability to work autonomously in the live theatre environment under minimal direction. • Ability to realise lighting designs from a range of clientele. • Able to collaborate with the Pavilion team and work in cohesion with colleagues, clients and other external stakeholders.

CORE CAPABILITIES

Attributes	<p>Professional Commitment Capacity to lead others to ensure the aims and objectives of the Pavilion are met, contributing to a culture of continuous improvement and supportive and fun workplace environment</p> <p>Team Player Actively engage with others providing leadership and showing collegiality whilst being customer-centric and respectful</p> <p>Communication Skills A high level of written and verbal communication skills showing a capability to connect with a diverse range of backgrounds sharing professional knowledge with respect</p> <p>Availability Flexibility Preparedness to work across a range of operational platforms, meet challenges enthusiastically and be available for duties outside of core hours</p> <p>Proficiency A capacity to work to deadlines and follow procedural requirements whilst working with a range of tasks and problem solving challenges</p>
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VALUES

Behaviour	<p>Collaborate - be open and welcoming, genuinely connect to others, include others, work together as one team</p> <p>Achieve - be enthusiastic and optimistic, make a positive contribution, set goals to be the best you can be, deliver every day</p> <p>Respect – be honest and trustworthy, do what you say you will; put yourself in the other person’s shoes, listen to what’s important to others</p> <p>Evolve – stay up to date, take on new opportunities, think creatively about solutions, be a big picture thinker</p>
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CORPORATE OBLIGATIONS

Delegations	Authority to operate within the Delegations attached to the position
Risk Management	Managing work practices to mitigate all identified risks, identifying and reporting additional risk and threats and assist in devising strategies to mitigate these risks.
Financial Management	Managing budgets and expenditure, undertaking relevant checks and applying rules, regulation, process and procedures in dealing with financial matters
Workplace Health & Safety	Comply and co-operate with WHS policies, procedures, instructions and safe systems of work.
Code of Conduct	All employees are responsible for adhering to the Pavilion’s Code of Conduct and the policies and procedures that support it.
Continuous Improvement	Identify obsolete and inefficient practices and recommend changes where appropriate
Customer Focus	Championing an exceptional customer experience, and evaluating customer satisfaction in order to continually improve service delivery
Procurement	Activities are conducted in accordance with the Purchasing Policy and Procedures to provide transparency and cost effectiveness in procurement

EMPLOYMENT CONDITIONS

Lighting Technician and Programmer positions are employed and paid under the conditions of the Local Government (State) Award 2023.

The physical requirements of the position are consistent with those of a Back of House worker in a theatre or similar venue. These requirements are, but are not limited to, prolonged periods of standing and being able to lift and carry weights up to 20 kilograms. You agree to advise The Pavilion of any pre-existing injuries or conditions that might inhibit you from completing the requirements of this position.

Weekend and evening work will be regularly required, as the nature of the position is casual, there is no guarantee of hours weekly.

APPLICATION PROCESS

To apply, please email a resume and cover letter to The Pavilion hiring team at

recruitment@thepavilionarts.au

Applications close: Ongoing until 20th December 2024