



Royal Albert Hall

Information for Candidates

Recruitment Pack





Welcome

From Matt Todd - Director of Programming

Thank you for your interest in the role of Audio Technician (Fixed Term Contract) at The Royal Albert Hall.

This is an exciting time to join us, as we are halfway through Year 1 of our new three-year business plan – a plan that builds on our rich heritage and reputation for presenting the broadest range of world-class entertainment in one of the most historic performance venues in the world.

We are seeking a skilled and motivated Audio Technician with a strong understanding of audio systems in complex, live event environments.

Ideally, you will have a proven experience of operating analogue and digital mixing consoles, knowledge of audio infrastructures, microphones and stage setups. A track record of effective problem-solving under pressure, competence in audio maintenance and repair and the ability to thrive in a fast-paced, high-pressure setting.

In this role, you will be a key member of the Audio team, ensuring the seamless delivery of our in-house audio services for one of the world's most iconic stages. Working collaboratively with internal departments and external clients, you will embody a professional, approachable manner and take pride in representing the venue's high standards.

We will support and encourage you to take a proactive approach and demonstrate individual responsibility within a strong team environment.

We're looking for someone who embodies the Hall's culture of inclusivity, collaboration, and creativity, and who takes pride in upholding its world-renowned reputation. You'll join a passionate and dedicated team, continually pushing for innovation and improvement, helping maintain the Royal Albert Hall's status as one of the world's most iconic and inspiring venues.

We are committed to building a diverse and inclusive team and would like to actively encourage applications from individuals from marginalised and underrepresented groups. Your unique perspective and experience will be valued as we work to reflect the full breadth of the communities and audiences we serve. If you're excited about the opportunity to make a meaningful and lasting impact, I'd be delighted to hear from you.

Thank you,

Matt Todd

Director of Programming



Our Mission and Vision

Who we are

Since we opened our doors in 1871, the Royal Albert Hall has been home to the world's leading figures in music, dance, entertainment and conversation. From the Suffragettes to Stormzy, Elgar to Einstein, the Beatles to Bassey... icons grace our stage.

A charity known and loved across the globe, we are home to dreams and determination, contemplation and celebration – bringing people together to lift their spirits and inspire. Every year nearly 2 million people enjoy unforgettable experiences in our spectacular building, with millions more joining us online and through broadcast worldwide.

We are home to the future – working tirelessly to enable talent to thrive. We embrace change as well as tradition, inviting the new, the radical and the bold. We are open to all, a committed force for good, connecting people and communities.

Our vision

Our vision is for the Royal Albert Hall to be the home of breathtaking moments and lasting memories, for everyone.

Together, we create the amazing.



Our Strategic Objectives

We have four Strategic Objectives that will help us achieve our vision.

Our Strategic Objectives are:

1. Driving progress on the Hall's Vision
2. Generating funds for the Estate Plan and other projects
3. Investing in people and systems
4. Building the Hall's reputation as a Force For Good:
 - A Home For Everyone – Equity, Diversity and Inclusion
 - A Home For Thriving Creativity – Engagement and wellbeing
 - A Home For a Sustainable Future – Towards net-zero and biodiversity.



Royal Albert Hall

About us

Based in South Kensington, the Royal Albert Hall is an iconic venue. The Royal Albert Hall is a registered charity held in trust for the nation's benefit.

Our purpose is to:

- promote the Arts and Sciences
- preserve and enhance our Grade I listed building.

The world's leading figures in music, dance, sport and politics have appeared on our stage since we opened in 1871, and now over 1.7 million people enjoy live experiences here every year, with millions more experiencing our events through broadcasts, recordings and new media channels. Today, the Royal Albert Hall hosts around 400 events each year and our amazing staff play a huge part in ensuring the success of all our events.

The BBC Proms have called the Hall their home since 1941. Shirley Bassey has had more than 45 performances at the Hall since 1971. Statesmen, sportsmen and a galaxy of stars have graced our stage, creating unforgettable memories. From Albert Einstein, to Arctic Monkeys, The Beatles to Beyoncé, Churchill to Coldplay. Recently, we have hosted the premier of the James Bond film 'No Time to Die', Cirque De Soleil, Classical Spectacular and a series of events for Teenage Cancer Trust.





Royal Albert Hall

A history dating back to 1871

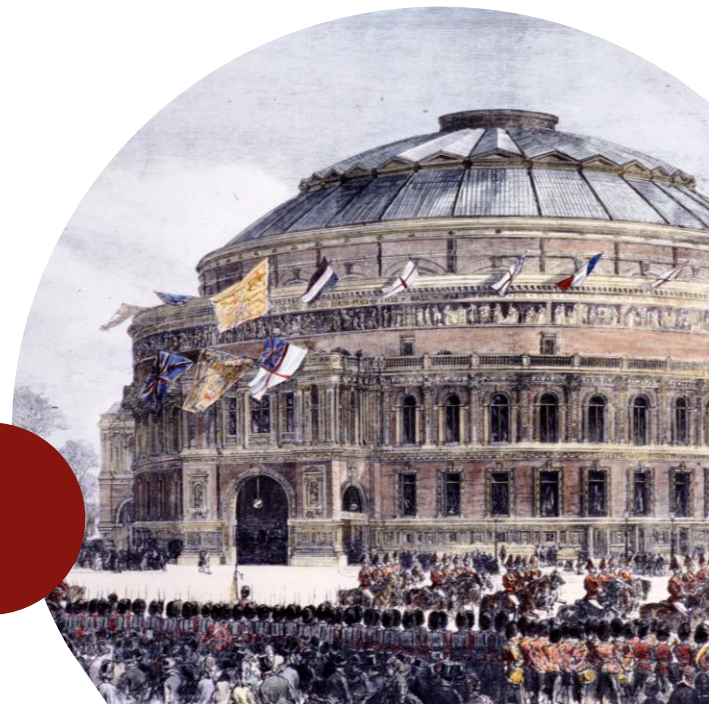
On 29 March 1871, Queen Victoria, following the untimely death of her beloved Consort, Prince Albert, opened the Royal Albert Hall. She was overcome with emotion at the realisation of her husband's vision and was unable to speak.

Since then, we have become a Charity known and loved across the globe. We are home to dreams and determination, contemplation and celebration – bringing people together to lift their spirits and inspire.

Every year nearly 2 million people enjoy unforgettable experiences in our spectacular building, with millions more joining us online and through broadcast worldwide.

We hosted 25 suffrage meetings, and numerous great patriotic rallies in support of the armed forces. Sir Winston Churchill, the Dalai Lama, Emmeline Pankhurst, Stonewall, Nelson Mandela, the Royal family and world leaders have graced our auditorium. History is played out on our stage.

The Royal Albert Hall may be 150 years old, but we have more history to make, and you could help us write it.





Equity, Diversity and Inclusion

The Hall supports an equal, diverse and inclusive environment for all and we know we can do more.

Diversity was one of the five key strategic objectives agreed for our five-year business plan in August 2019. This means that it is right at the heart of our planning for the future and we will have an action plan to underpin this. Equality, Diversity and Inclusion is part of our mandatory training and we have a committee, set up in 2018 which has representation from staff across all departments, levels and represents the nine protected characteristics.

“I want to use the Hall’s platform to champion and highlight a diverse mix of performers and attract staff and audiences that truly reflect modern Britain”

- James Ainscough, CEO





Equity, Diversity and Inclusion

We are committing to:

- Programming more events with diverse artists and to making our platforms available to black voices – both on the stage and on digital channels.
- Ensuring that our archives and our tours properly represent the Hall's rich and diverse history and we are refreshing our diversity training for our leadership team and trustees.
- Reviewing our recruitment strategies to ensure that we can widen our candidate pool and further increase the diversity of our workforce.





Job description

Role: Audio Technician (Fixed Term Contract)

Location: Royal Albert Hall

Salary: £33,463 per annum

Working hours: 37.5 hours per week

Reports to: Audio Operations Manager

Direct reports: N/A

For over 150 years we have been fulfilling our vision of inspiring artists and audiences worldwide with the magic of the iconic Royal Albert Hall; creating life-enriching, unforgettable experiences for everyone. Hosting 390 events a year in the main auditorium and more than 800 in other smaller spaces, the Royal Albert Hall stands true to its original purpose of promoting the Arts and Sciences. As a charity, the Hall is dedicated to maintaining the Grade I listed building and giving access to all.

How does the Production and Technical team deliver the vision?

The highly skilled staff of the Production and Technical department provide first class service and support to all Promoters and Artists ensuring the Royal Albert Hall is the home of breathtaking moments and lasting memories, for everyone. Our specialist technical teams operate, manage and maintain our state-of-the-art technical equipment, designing solutions that add to an unforgettable experience for our audiences.

How does this role fit into the structure/team? And what does success look like?

The Audio Technician provides world-class audio support across all performance spaces. This dynamic role will work with cutting-edge technology while supporting a diverse range of events. Success in this role means delivering exceptional audio experiences for our promoters and visiting production teams, while continuously developing technical expertise.



What the role holder will be responsible for delivering:

Key accountabilities	Key activities/decision areas
1). Audio Equipment Management	<ul style="list-style-type: none">• Prepare audio and associated technical equipment for event load-ins• Load in and setup audio equipment for all RAH performance spaces• Work with and interpret audio stage plans, line lists and microphone plots• Perform first line maintenance of audio equipment• Report equipment issues to the Audio Operations Manager• Ensure proper storage and handling of equipment
2). Technical Support	<ul style="list-style-type: none">• Act as a technical ambassador for the Royal Albert Hall• Assist in PA deployment for cinema and custom configurations• Assist with equipment and infrastructure improvement projects• Work on scheduled maintenance tasks during maintenance periods



3). General Support

- Provide audio support across RAH
- Support other departments with audio matters
- Attend team meetings and report audio updates
- Keep current with audio industry technologies,
- Assist with administrative tasks (e.g., quoting, planning for audio turnarounds)
- Support the wider technical team when needed
- Assist with logistics and coordination of off-site rehearsal audio requirements
- Operation and mixing of non-complex auditorium events that require basic audio
- Operation of audio and video systems on Beyond The Main Stage and Engagement events
- Provide audio and video support for other Production & Technical team members on Beyond The Main Stage and Engagement events

4). System Technical Support

- Ensure first class audio coverage over audience spaces
- Monitor audio quality throughout rehearsals and performances
- Support the interfacing of visiting production equipment and RAH audio systems
- Support and supervise visiting engineers
- Maintain an active presence during load-in, performance, and load-out and always be contactable on radio.



5). Health & Safety Compliance	<ul style="list-style-type: none">• Adhere to Health and Safety HSWA), Noise Regulations, and PUWER requirements• Ensure electrical equipment is PAT certified• Follow Hard Hat Safe Working practices in the auditorium and implement this policy if required• Safe operation of Hall's technical equipment, including the stage lifts and motor control system when required• Adhere to Hall's Rigging Policy• Create, and review risk assessment and method statements• Monitor technical areas, for safety, cleanliness and proper storage of all equipment
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What skills and experience the role holder will have:

Qualifications and experience

Criteria	Requirement (Essential or Desirable)
Understanding of Audio signal flow (from Microphone to Speaker)	Essential
Computer literacy on Word, Excel and Outlook	Essential
Experience and understanding of d&b loudspeaker systems and R1 control	Desirable
Experience and understanding of Dante networked audio systems	Desirable
Experience and understanding of DiGiCo consoles.	Desirable



Clear understanding of digital RF technology.	Desirable
Practical audio and general rigging experience.	Desirable
Experience and understanding of audio measurement software.	Desirable

Skills and Attributes

Criteria	Requirement (Essential or Desirable)
Excellent communication skills – both written and oral	Essential
Keen attention to detail and accuracy of work	Essential
Ability to organise and prioritise workload	Essential
Skills to motivate and inspire individuals or teams	Essential
Computer literacy on Word, Excel and Outlook	Essential

Behavioural Attributes

Criteria	Requirement (Essential or Desirable)
Ability to create positive relationships with industry manufacturers and the wider audio community	Essential
Flexible and adaptable with the ability to forge strong working relationships within a fast-moving environment, thriving in a busy and demanding role	Essential



Excellent interpersonal and communication skills (both verbal and written)	Essential
Ability to empathise with promoters and customers to be able to effectively deliver the best experience possible.	Essential
Be solution focused, supporting staff to deliver outcomes, managing potentially conflicting requirements to ensure the effective audio delivery of all events	Essential
Have meticulous attention to detail	Essential
Willing to work within a roster and able to undertake evening, night-time and weekend working patterns	Essential
Physically fit enough to be able to undertake duties, including working at height and manual handling,	Essential

The above job description is intended to be an outline of the duties and responsibilities for this role. This is not exhaustive, and it is likely to change over time. The role holder may be expected to undertake other duties that are commensurate with this role

Note:

Essential criteria refer to the minimum skills, abilities, knowledge, experience, and professional qualifications required for the role. These are non-negotiable and individuals who do not meet these basic requirements cannot undertake all the duties required for this role.

Desirable criteria are those that are important, but not essential for an individual to perform the duties of the role. They are criteria that an individual can develop while they are in post through training and other developmental type activities.



Person specification

General

- A positive and proactive team player who works collaboratively not just with their own team, but across different departments.
- The ability to build positive relationships with a wide variety of people.
- Shows pride and passion in all that they do.
- Happy to contribute/embrace new ideas.
- Flexible and adaptable attitude.
- An ability to organise and prioritise workload.

Health & Safety

You will have a good understanding of the Hall's Health and Safety guidelines and your responsibilities within these. Your role will include promoting a safe working environment and fostering a non-blame culture, adhering to any Health & Safety requirements, flagging any conflicts that may arise with Health and Safety and working towards finding effective solutions.

Sustainability

The Hall is committed to maintaining and furthering greater sustainable practices in all areas of the organisation to act on climate change. Whilst working at the Hall, you will be expected to embrace the Hall's Sustainability Policy and work to meet its objectives, putting sustainability at the forefront of all decisions.



The first six months

During your 6-month probationary period, our focus is on setting you up for success, so we will invest in giving you skills and knowledge to perform your role. It is also vital that you build an understanding of our unique working environment, intimately tied to our Grade 1 listed building and that you, immerse yourself in the Hall's culture. This means exploring our historic building where history has unfolded for over 150 years and where legends have performed on our stage, building strong relationships through face-to-face interactions with your line manager, engaging in relevant in person training and investing quality time with colleagues and peers to foster strong working connections and where possible attending social events. Embracing your team's working pattern, whether hybrid or on-site only, is essential to ensuring a smooth transition and a successful start.



Application

Thank you for your interest in working at the Royal Albert Hall. To apply for this vacancy, please visit our website using the link below, locate the role and select 'apply'.

[Vacancy Search Results - Royal Albert Hall](#)

Provisional dates for interviews are:

First round interviews:

w/c 25th August 2025

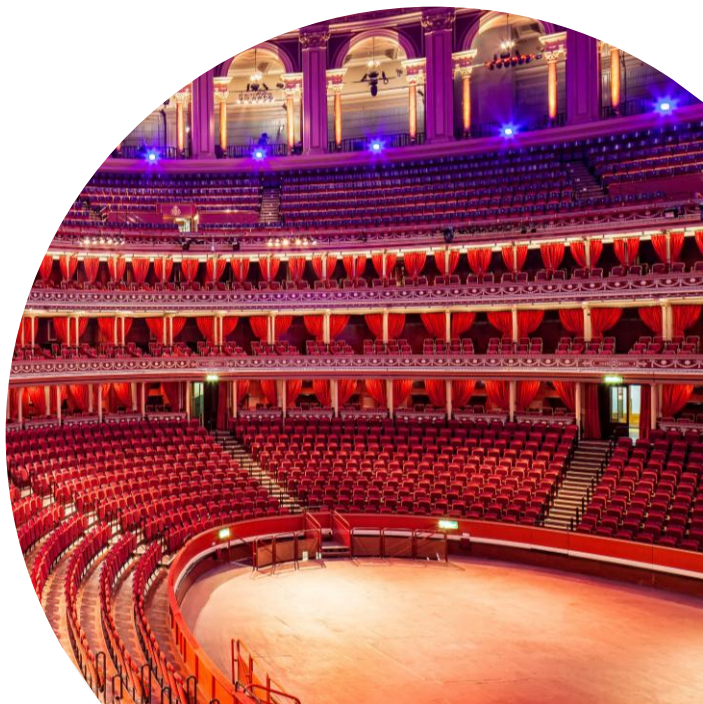
Second round interviews:

To be confirmed.

All applicants must have the right to work in the UK without the need for sponsorship. The closing date for applications is 12PM on Monday 18th August 2025.

The Royal Albert Hall is a registered charity (no. 254543) and strives to be an equal opportunities employer.

The Royal Albert Hall is committed to creating a diverse and inclusive environment in which everyone can thrive. We encourage candidates from all cultures and backgrounds to apply. If you believe you need a 'reasonable adjustment' with the recruitment process then please email the People and Culture team via peopleandculture@royalalberthall.com. Please state 'Request for Reasonable Adjustments' in the email subject header and provide details of your preferred contact method.





Staff Benefits

Our commitment to you

We fully recognise that our people are our greatest asset and play a role as active ambassadors for the Hall. In recognition of your commitment and in support of the work that you do, we want to share with You the portfolio of health, wellbeing and staff benefits that are available to you as a staff member.



Annual Leave

Entitlement is 25 days per year, with the Opportunity to buy or sell up to five days holiday per calendar year.



Personal development

Development is really important to us and there are a variety of options available to staff at the Hall.



Family leave

We offer enhanced pay during maternity, paternity and shared parental leave.



Life assurance

This is 6 x your basic salary.

Care first

Employee assistance programme

Care First offers support, information, expert advice and specialist counselling to help you when you need it.

Aviva DigiCare+

Mental health and wellbeing app

Access to expert care and tailored resources – helping you stay well and feel supported.



Cycle to work scheme

This allows you to obtain a new bike to use to ride to work. You can then repay it through your salary.



Interest free season ticket loan

We pay for the ticket and you repay the money out of your monthly salary



Employee discounts scheme

From groceries to wellness products, travel and more, with our employee discount scheme you can start saving more money right away, on things you're already buying using our Backstage portal.



Wellbeing

We take the health and wellbeing of our staff at the Hall seriously. We have a dedicated Wellbeing Committee and Mental Health First Aiders. Well-being sessions are run throughout the year, some of the recent sessions run included Menopause and Emotional resilience training.



Pension

When you join us we'll automatically enrol you into our pension scheme. You will have the option to join our stakeholder pension scheme after 6 months service and successful completion of your probation at six months.



Complimentary tickets

Following three months continuous service, you will be eligible to apply for complimentary tickets to performances within the auditorium at the Hall.



Staff canteen

Our canteen offers free hot and cold meals, including vegetarian options to staff whilst at work.



