



Royal Albert Hall

Information for Candidates

# Recruitment Pack

Lighting Technician FTC





Royal Albert Hall

# Welcome

**From Jon Vivash, Lighting Operations Manager**

Thank you for your interest in the role of Lighting Technician at The Royal Albert Hall.

This is an exciting time to join us, as we are about to start our busy spring season of 2026. This role is a fix term contract up to July 17th in one of the most historic performance venues in the world.

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

Ideally, you will have proven experience operating MA lighting consoles, knowledge of complex moving light rigs and lighting control networks, a track record of effective problem-solving under pressure, competence in lighting maintenance and repair and the ability to thrive in a fast-paced, high-pressure setting.

In this role, you will be an essential part of the Lighting team, contributing to the technical excellence of every performance and event. Collaborating with other technical teams, including Staging, Sound, and Rigging you will be able to conduct yourself in a positive, professional manner at all times. 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,



# Introducing the Royal Albert Hall

The Royal Albert Hall is an iconic venue and a registered charity, held in trust for the nation.

Our charitable purpose is to:

- Promote the Arts and Sciences
- Preserve and enhance our Grade I listed building

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:**

1. Driving progress on the Hall's Vision to be a home for everyone – artists and audiences
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.





# Equity, Diversity and Inclusion

The Hall supports an equal, diverse and inclusive environment for all.

We want everyone to feel that the Royal Albert Hall is a place for them, where they truly belong. To do this, diversity and inclusion must be built into everything that we do, so that it's a part of who we are. We want our programme, staff and audiences to be reflective of London and to celebrate the diversity of the communities that we serve. So we look to recruit colleagues who support these ambitions and values.

We aim to be a force for good, and we know that what we programme on our stage has the power to shift and change mindsets. We are increasing the number of global majority headliners and younger performers at the Royal Albert Hall. And we are creating new opportunities for diverse participants across the Hall team.

“I want the Hall to champion a diverse array of performers, and to attract staff and audiences that truly reflect modern Britain. There is much still to do, but we are working hard to ensure the Hall is a home for everyone.”

**- James Ainscough OBE, Chief Executive**





# Equity, Diversity and Inclusion

We are committed to:

- Providing training on inclusivity to all staff.
- Implementing a structured and transparent framework for talent management and promotion to drive consistency, equity, and strategic workforce development.
- Reviewing our recruitment strategies to ensure that we can widen our candidate pool and further increase the diversity of our workforce.
- Leverage data-driven insights from staff engagement and pulse surveys to inform and deliver targeted interventions that cultivate a sense of belonging and high-performing team cultures.
- Establishing end-to-end reasonable adjustments processes that proactively support accessibility and inclusivity for all employees and visitors.
- Strengthening the Hall's mental health and wellbeing agenda by expanding support mechanisms and resources aligned with evolving staff and visitor needs.
- Working with our EDI staff working group to champion our initiatives. By collaborating with this group, we'll ensure our team understands and actively supports our commitment to Equity, Diversity, and Inclusion.
- Ensuring that our tours and archive properly represent the Hall's rich and diverse history.





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Proms

BBC  
Proms



# Job description

**Role:** Lighting Technician FTC

**Location:** Royal Albert Hall

**Salary:** £35,193 per annum

**Working hours:** 37.5 hours per week

**Reports to:** Lighting Operations Manager

## How does the Production and Technical team deliver the Hall's 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?

They role would join the highly skilled team of 4 Lighting Technicians already at the hall. Success would come in the smooth delivery of a productions creative vision to the public, on an ever-changing stage throughout the spring season.



<b>Key accountabilities</b>	<b>Key activities/decision areas</b>
<b>1). Technical Duties</b>	<ul style="list-style-type: none"><li>- Day to day lighting duties and support for events where the Hall's lighting service is engaged, under the instruction and supervision of the Lighting Operations Manager and Senior Lighting Technician.</li><li>- Preparation of lighting or other technical equipment in readiness for show load-ins.</li><li>- De-prepping of equipment ensuring it is stored correctly and safely, reporting any damage or faults to the Lighting Operations Manager or Senior Lighting Technician</li><li>- Pre-planning of lighting rigs using WYSIWYG, Capture and other software under the instruction of the Lighting Operations Manager</li><li>- Work with and interpret lighting plans, ensuring that they are followed accurately</li><li>- When required, liaise with Lighting Designers and incoming technicians on pre-production lighting requirements</li><li>- Program and operate auditorium events that require lighting</li><li>- Operation of lighting systems on Beyond the Main Stage and Engagement events</li><li>- Provide lighting support for other Production &amp; Technical team members on Beyond the Main Stage and Engagement events</li><li>- Provide power support to visiting productions</li><li>- Understand power safety standards and enforce them as required</li><li>- Become familiar with the use of the Hall's technical equipment including lighting consoles and the control network</li></ul>
<b>2). Maintenance/ Ad-Hoc Duties</b>	<ul style="list-style-type: none"><li>- Check stock levels of lamps and all other technical consumables and inform the Lighting Operations Manager or Senior Lighting Technician when stock is low</li><li>- First line maintenance of lighting equipment</li><li>- Work on lighting maintenance tasks or other technical projects during maintenance periods</li><li>- Act as a senior member of the lighting crew taking on roles such as Production Electrician or Crew Chief. Co-ordinate lighting and other technical crews, liaise with external production and in-house team members to ensure that information is accurate, and standards are consistently met and exceeded</li><li>- Deliver all aspects of the Hall's lighting services to the highest standard</li><li>- Assist the Lighting Operations Manager (and other technical staff if required) with administrative tasks such as quoting, planning for lighting turnarounds etc</li></ul>



<b>Key accountabilities</b>	<b>Key activities/decision areas</b>
<b>3).Health and Safety</b>	<ul style="list-style-type: none"><li>- Proactively ensure all technical areas are kept safe, clean and tidy and that all technical equipment and lighting fixtures are installed in line with the Hall's Health &amp; Safety Codes of Practice</li><li>- Ensure that any rigging activities you are involved with, comply with the Hall's Rigging Code of Practice, seeking any necessary guidance from the Senior Rigging Supervisor or a member of the in-house rigging team when required</li><li>- Ensure that all electrical equipment brought into the Hall that you are working with is PAT certified and the department's Portable Appliance Testing policy is adhered to at all times</li><li>- Ensure the Hall's Hard Hat Safe Working Practice is adhered to when working in the auditorium and implement the policy if required.</li></ul>



<b>Qualifications and Experience</b>	
<b>Criteria</b>	<b>Requirement</b>
Excellent knowledge and experience of lighting systems such as moving lights, dimming, generics and lighting control systems (including networking).	Essential
Experience working in lighting disciplines within the entertainment industry	Essential
Experience of rigging, patching, focussing, interpreting plans and terminology etc.	Essential
Good working knowledge of Grand MA2/3, consoles.	Essential
Physically fit enough to be able to undertake the duties, including manual handling.	Essential
Knowledge of PAT testing processes and proven qualification to support this is an advantage.	Desirable
Mobile work platform qualification (IPAF 3a) is an advantage.	Desirable
Familiar with Luminex Control Networks	Desirable
BS7909 certificate	Desirable
NELT certificate	Desirable



<b>Skills and Abilities</b>	
<b>Criteria</b>	<b>Requirement</b>
Physically fit enough to be able to undertake the duties, including manual handling.	Essential
Good IT skills (WYSIWYG, Capture, Word, Excel, Outlook etc.), numerate and literate.	Essential
Ability to build positive relationships with a wide variety of people.	Essential

<b>Behavioural attributes</b>	
<b>Criteria</b>	<b>Requirement</b>
Flexible and capable of prioritising and working under pressure.	Essential
Ability to work on tasks alone or as a team player with excellent inter-personal skills.	Essential
Show pride and passion in all that they do	Essential
Happy to contribute/embrace new ideas	Essential
Flexible and adaptable attitude.	Essential
An ability to organise and prioritise workload	Essential
A positive and proactive team player who works collaboratively not just with their own team, but across different departments	Essential



*The role requires significant flexibility of working hours to embrace the responsibilities within the department and the services that it provides. This means a willingness to work within a roster and the ability to undertake evening, overnights and weekend/bank holiday working patterns is essential*

*The job description above 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.*



## **Your 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 I listed building, and that you immerse yourself in the Hall's culture. This means exploring our historic building where history has unfolded for over more than 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 events.

Embracing your team's working pattern, whether hybrid or on-site only, is essential to ensuring a smooth transition and a successful start. The magic happens in our building, so it's vital that you have a regular on-site presence to support us in creating the amazing.



Royal Albert Hall

# 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:**

*Week commencing 9<sup>th</sup> March 2026*

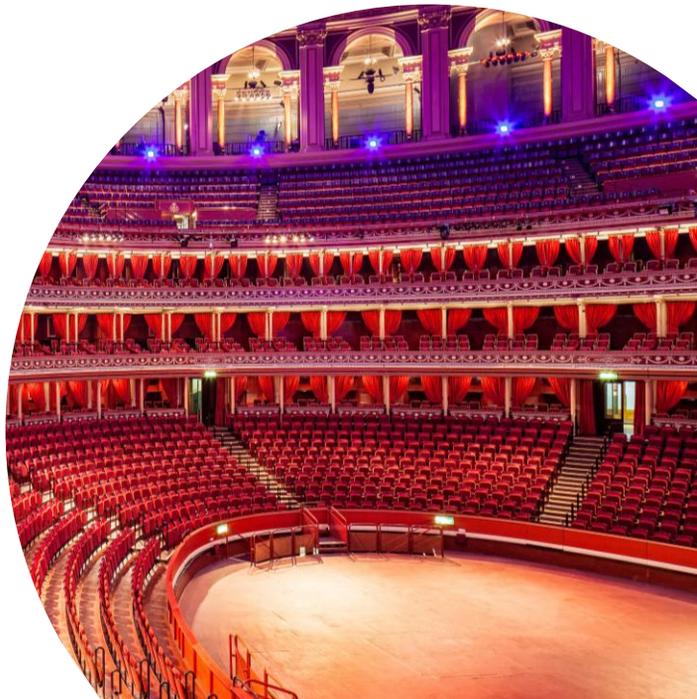
**Second round interviews:**

*To be confirmed*

The closing date for applications is 11.59pm on March 8<sup>th</sup>, 2026.

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](mailto: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

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, these are the 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.





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[royalalberthall.com](http://royalalberthall.com)

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