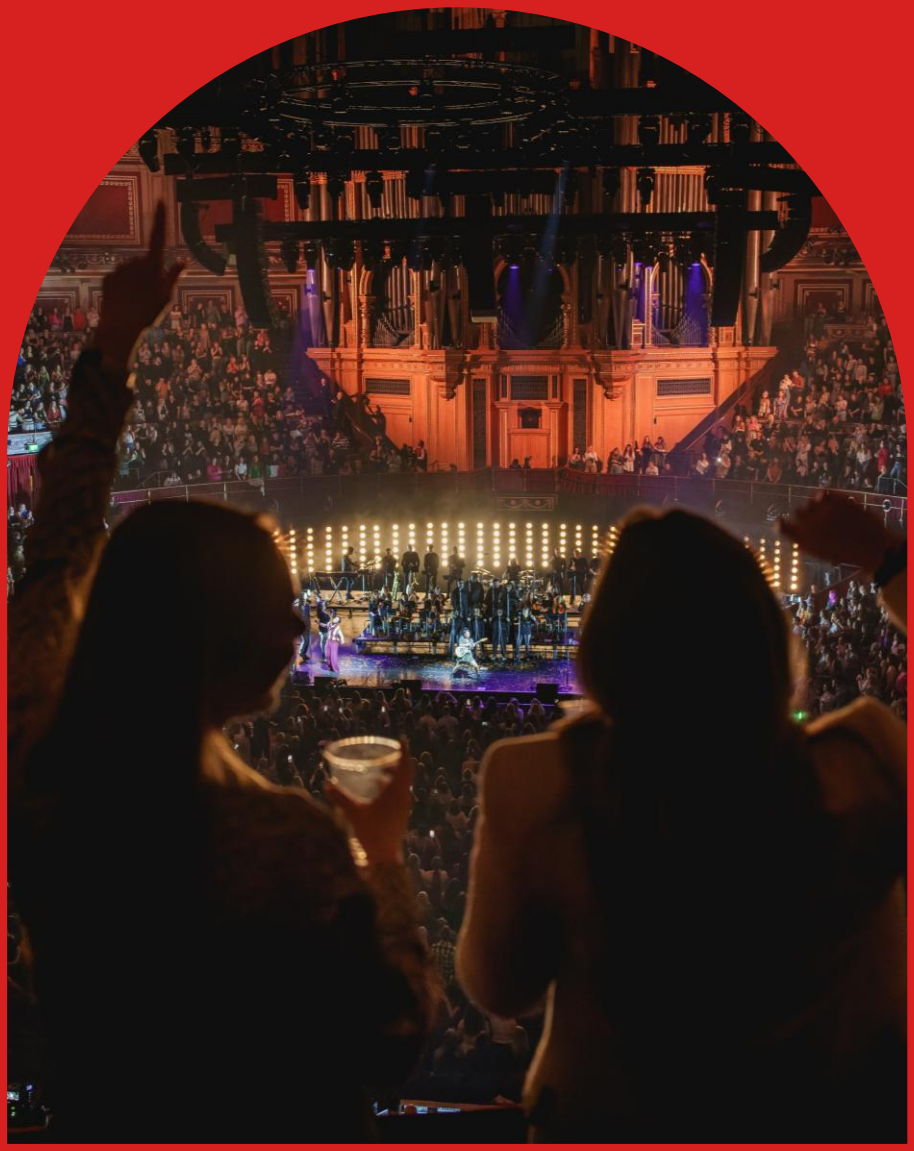
ROYAL ALBERT HALL



Recruitment pack

Lighting Technician

Information for candidates

Welcome

From Jon Vivash, Lighting Operations Manager

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

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,

Jon Vivash, Lighting Operations Manager



00 Month 2025

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.

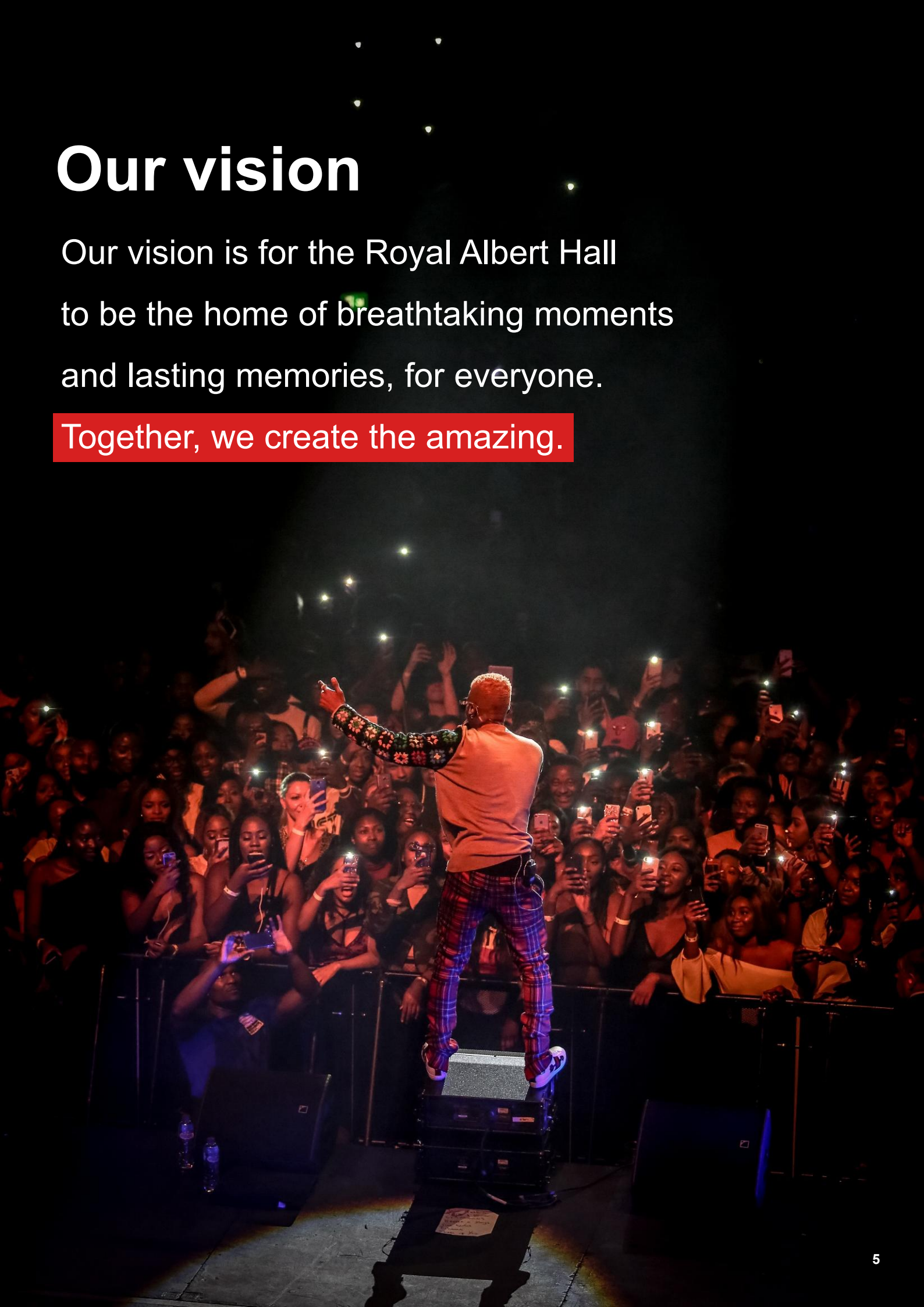
We are home to the future – working tirelessly to enable talent to thrive. We embrace change as well as tradition, inviting the new, the radical and the bold. We are open to all, a committed force for good, connecting people and communities.



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

The Royal Albert Hall exists to be a force for good through the power of music, culture and community. Everything we do supports our vision to be ***the home of breathtaking moments and lasting memories, for everyone***.

Strengthening the Hall's impact as a Force for Good:

For Everyone

Everyone should feel welcome, represented and able to experience the Hall. Through world-class programming, audience development, and the delivery of our Estate Plan, we will throw open the doors, creating a more accessible and inclusive Hall for audiences, artists, staff and communities, whatever their passions and needs.

For Thriving Creativity

We will nurture breathtaking talent on and off the stage. Through our Engagement programme we will become a local and national centre for creative wellbeing, while new performance spaces and world-class backstage facilities will help artists at every stage of their careers to flourish. By building inclusive creative career pathways for young people, strengthening confidence, employability, and belonging, we will ensure the Hall continues to inspire audiences and strengthen the UK's creative industries.

For a Sustainable Future

We will preserve this remarkable Grade I listed building while reducing its environmental impact, through renewable energy, water conservation, biodiversity enhancement and innovative technologies – including solar panels, rainwater harvesting, expanded green spaces and the Hall's first roof garden. By greening our Grade I listed building we will protect both our heritage and our planet for future generations.

Our strategic objectives

The Royal Albert Hall exists to be a force for good through the power of music, culture and community. Everything we do supports our vision to be ***the home of breathtaking moments and lasting memories, for everyone***.

Strengthening the Hall's foundations to make this possible:

Generating funds for the Estate Plan and other projects

The Estate Plan will transform the impact that our building can deliver. In addition, there are projects to enhance security and to invest in IT, Production & Technical and other business needs, whilst also sustaining the Hall's future by ensuring the charity builds and retains strong financial reserves and is able to service its CRF loan repayments (started from March 2025).

Investing in people and systems

To continue investing in people, processes, and systems to ensure the Hall remains an efficient and effective organisation, and an attractive employer with a strong reputation for developing talent across all roles.



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



© Royal Albert Hall

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.
- Leveraging 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.





Job description

Lighting Technician

Role: Lighting Technician

Location: Royal Albert Hall

Salary: £35,193 per annum

Working hours: 37.5 hrs pw

Reports to: Lighting Operations Manager

Contract: Full-time Contract

The Lighting Technician will focus on supporting the Hall's lighting service and will undertake some general technical duties during the busier periods within the building.



Key accountabilities	Key activities/decision areas
1. Technical Duties	– 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 – Preparation of lighting or other technical equipment in readiness for show load-ins – 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 – Pre-planning of lighting rigs using WYSIWYG, Capture and other software under the instruction of the Lighting Operations Manager – Work with and interpret lighting plans, ensuring that they are followed accurately – When required, liaise with Lighting Designers and incoming technicians on pre-production lighting requirements – Program and operate auditorium events that require lighting – Operation of lighting systems on Beyond the Main Stage and Engagement events – Provide lighting support for other Production & Technical team members on Beyond the Main Stage and Engagement events – Provide power support to visiting productions. – Understand power safety standards and enforce them as required – Become familiar with the use of the Hall’s technical equipment including lighting consoles and the control network

Key accountabilities	Key activities/decision areas
2. Maintenance/AD-HOC Duties	– Check stock levels of lamps and all other technical consumables and inform the Lighting Operations Manager or Senior Lighting Technician when stock is low – First line maintenance of lighting equipment – Work on lighting maintenance tasks or other technical projects during maintenance periods – 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 – Deliver all aspects of the Hall's lighting services to the highest standard – Assist the Lighting Operations Manager (and other technical staff if required) with administrative tasks such as quoting, planning for lighting turnarounds etc
3. Health & Safety	– 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 & Safety Codes of Practice – 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 – 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

Key accountabilities	Key activities/decision areas
3. Health & Safety	– Ensure the Hall's Hard Hat Safe Working Practice is adhered to when working in the auditorium and implement the policy if required

Qualifications and Experience

Criteria	Requirement
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

Skills and Abilities

Criteria	**Requirement**
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

Behavioural Attributes

Criteria	**Requirement**
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.	Essential

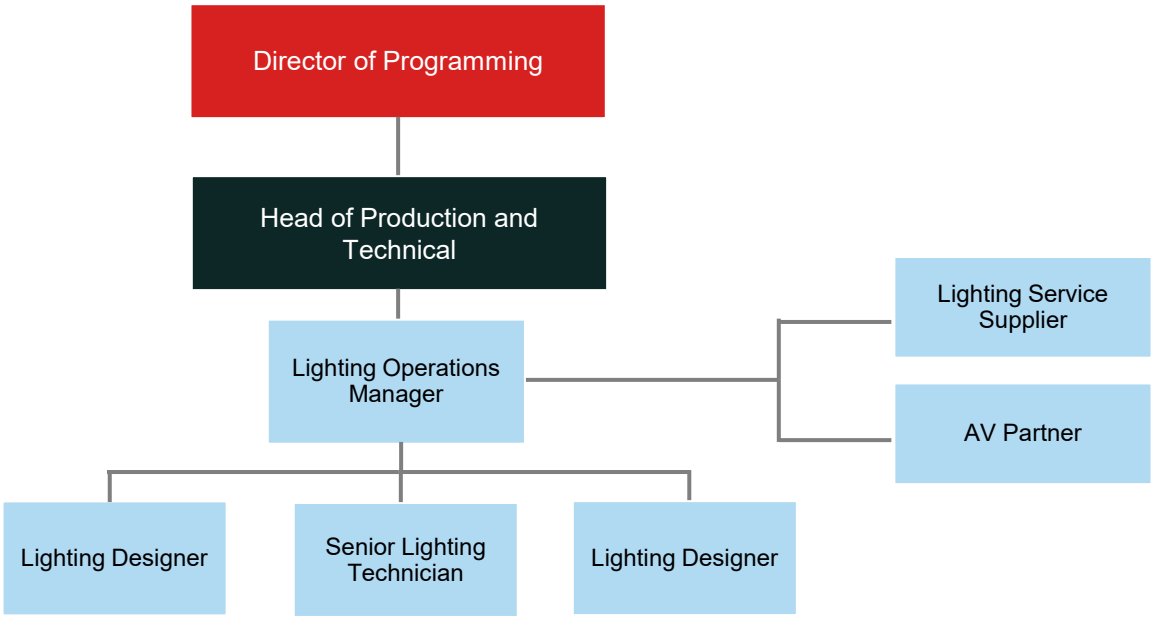
The job description above is intended to be an outline of the duties and responsibilities for this role. This is not exhaustive, and it is likely to change over time. The role holder may be expected to undertake other duties that are commensurate with this role.

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.

Department chart



Your first four months

Lighting Technician

During your four-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 more than 150 years and where legends have performed on our stage, 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.



Application

Lighting Technician

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 and select ‘apply’.

Vacancy Search Results - Royal Albert Hall

Provisional dates for interviews are:

First round interviews:

15 and 16 December (in-person)

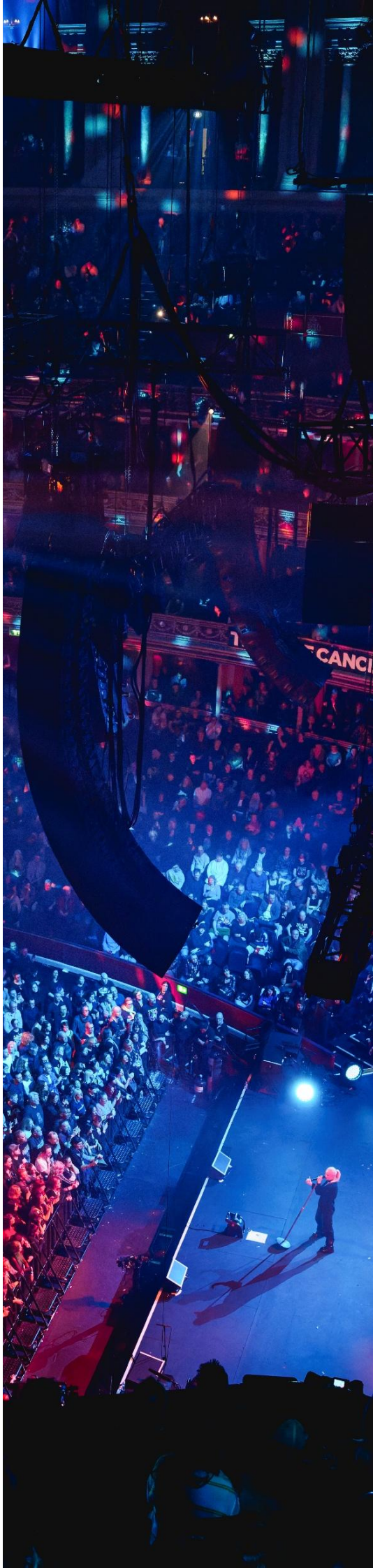
Second round interviews:

TBC (in-person)

The closing date for applications is **11.59pm on 11 December 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 Recruitment@RoyalAlbertHall.com. Please state ‘Request for Reasonable Adjustments’ in the email subject header and provide details of your preferred contact method.




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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 six 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.





