



# Lighting Programmer Candidate Pack



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Your journey starts here...



English National Opera exists for everyone, creating new experiences with opera that inspires, nurtures creativity and makes a difference. Our vision is for lives changed through opera.

We take a fresh inspiring approach to opera to reflect the diversity of our culture.

We believe that opera is a living art form able to connect to people from all parts of our society. We collaborate with a range of artists and art forms as part of our commitment to the future of the art form. We sing in English, as we believe it enhances the emotional connection between performers and audiences.

We encourage creativity throughout the company and our commitment to the future of opera provides a platform to develop outstanding careers.



We are a world-class national company recognised internationally for the standard of our work. We nurture talent across the entire company including a platform for young singers to start and then develop global careers.

We connect to audiences through inspiring, accessible, world-class opera and stimulating, creative participation programmes.

We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

We make our productions accessible by offering a large proportion of tickets at affordable prices, and through our attendance schemes.



We work with a wide range of visiting companies to generate essential revenue and welcome new audiences to share the experience of our theatre.

**English National Opera is founded on the belief that opera of the highest quality should be accessible to anyone.**



## Lighting Programmer

### SUMMARY

The Lighting Programmer is an integral part of English National Opera's Lighting department and its ability to provide the creative and technical services to support visiting international lighting designers throughout the busy repertory seasons. The Lighting Programmer will be responsible for working closely with visiting Lighting Designers to programme and realise the LD's designs for specific ENO productions both at the Coliseum and other venues. Additionally, they will oversee the integration of touring lighting control desks into the ENO system when visiting companies arrive at the Coliseum.

Please note this is a fixed term, 25-week contract 08/09/2025-01/03/2026.

### Reports to

Head of Lighting

### Salary

£44,451.68 pro rata

### Start Date

8 September 2025

### Location

London Coliseum

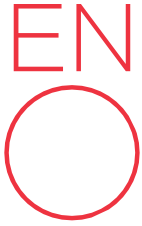
### Hours

43 hours per week

## Lighting Programmer

### Key Accountabilities

- Develop a thorough and detailed understanding of the lighting system installed at the Coliseum including desk, network systems and dimmers, including knowledge of how to integrate lighting control from visiting companies into the installed system
- Build a good understanding of all the departments' equipment; to efficiently operate the equipment to a high standard to support plotting sessions, rehearsals and performances
- Work closely with and remain sensitive to the wishes of the LD to achieve the desired aims
- To be able to translate the LD's wishes with an artistic eye and deliver results with speed and accuracy
- Prepare show files and paperwork including Show-porting shows and to work closely with the Lighting Supervisors to ensure all control aspects of a show have been suitably planned
- Generate and update accompanying paperwork to provide accurate and accessible records of shows and their requirements to ensure smooth change-overs and operation of all shows in the ENO repertory
- Assist in building and facilitating focus notes using Moving Light Assistant (or similar software) for intelligent lighting used in productions
- Devise and communicate methods of data distribution throughout the performance space to the rest of the LX department
- Assume responsibility for daily checks of the intelligent lighting equipment in the rig; where necessary, carrying out fault finding investigations, documenting and communicating any issues with this equipment
- Work closely with the Moving Light Technicians when identifying problems and arriving at solutions regarding intelligent light sources
- Integrating and achieving the running requirements of the Rep and consulting with colleagues to ensure production deadlines are met to the highest technical standard
- Actively participate in the administration and maintenance of the lighting control network, including performance of the dimmers and the dimmer feedback system (TT Manager), maintenance and administration of ETC Gateways
- Take an active part in research and development activities relating to control platforms, contributing to internal and public forums and liaising with manufacturers
- Keep a running dialogue with the R&D departments of ADB (dimmers/management software) and ETC (Control desk/ gateways) to ensure our input into developments and software upgrades
- Ensure that all activities are carried out in accordance with the Company's Health and Safety Policy and establish that other technicians as appropriate are aware of these requirements



## Lighting Programmer

### Person Specification

#### Required:

- An established background in the core skills relevant to this position including extensive experience of high-level programming of shows on an ETC Eos, quickly and accurately, in a repertory environment.
- Understanding of the needs of the Repertory environment and ability to programme accordingly
- Knowledge of operating and programming other common lighting control systems – MA, Hog etc.
- Thorough understanding of Lighting System protocols – DMX512-A, sACN, Art-Net, RDM, MIDI, Timecode etc.
- Good knowledge of data networks and dimmer management systems
- Capable of carrying out fault finding assessments of the control & dimming systems and advising on plan of action following diagnosis
- Excellent time management skills with ability to complete tasks to a deadline with minimal supervision
- Ability to rig lighting elements appropriately
- Familiarity with both current and legacy lighting accessories e.g. Scrollers, low voltage equipment, shutter units, LED drivers etc.
- Able to read and understand lighting plans and running plots (you may be called upon to assist other technicians within the LX department)
- Confidence in working safely at height
- Technical ability, a positive and professional attitude and a 'hands on' approach to the job

## Lighting Programmer

### To Apply

Please send the following to [workwithus@eno.org](mailto:workwithus@eno.org):

- CV
- Covering letter (500 words maximum) **or** video (2 minutes maximum) detailing your interest and suitability for the role, referencing previous projects and experience which demonstrate this

Please also submit our anonymous [Equality and Diversity Monitoring Form](#).

Please note that all applicants must have the right to work in the UK.

### Application Deadline

Monday 21 July 2025, 10am

### Interviews

24 & 25 July 2025



### Confidentiality

Confidentiality is so important in this role and our policy is strict. All information concerning staff, patrons and other ENO business, the disclosure of which could be detrimental to the company, must be held in the strictest confidence and may not be divulged to any unauthorised person at any time.

### Data Protection

Data Protection and adherence to GDPR is equally important. We therefore require that computer information should only be accessed if this has been authorised and is necessary as part of the postholder's work. You will need to be aware of the GDPR 8 key principals, and the Computer Misuse Act 1990.

### Health and Safety

Health and Safety is so important at ENO and we would expect that the postholder will be happy to undertake personal responsibility for safety as will be outlined in the ENO safety policy and the Health and Safety at Work Act 1974.

### Equal Opportunities

Equal Opportunities is a given. We will expect the postholder to abide by ENO's policies on Equal Opportunities and Dignity at Work.

### Code of Conduct

Code of Conduct is sometimes assumed, but at ENO we will require the postholder to act in accordance with ENO's Code of Conduct whereby everyone shall be treated in a professional and courteous manner with full regard to the avoidance of discrimination, consistent with current equal opportunities employment legislation.



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