



Lighting Technician 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. Working across our creative centres in London and Greater Manchester, we take a fresh, inspiring approach to opera that reflects 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. Across London and Greater Manchester, we develop new artistic ideas, commission and create ambitious new work, nurture talent and help shape the future of opera.

We are a world-class national company recognised internationally for the standard of our work, with creative centres in London and Greater Manchester.

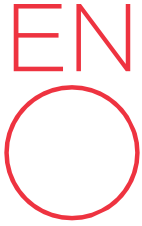
We nurture talent at every stage of the creative journey, supporting artists, creative practitioners, young singers and future creative professionals to develop and build outstanding careers.

We connect people through world-class opera alongside ambitious learning, participation, creative health, artist development and skills programmes that enrich lives and strengthen communities.

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, across Greater Manchester, throughout the UK and internationally.

Across both creative centres, we create productions and creative experiences for the widest possible audiences, introducing new audiences to the magic of opera at the London Coliseum, across Greater Manchester, throughout the UK and internationally.

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



Lighting Technician

Summary

The Lighting Technician supports all aspects of lighting operations, ensuring work is delivered safely, efficiently, and to a high professional standard. This includes contributing to fit-ups, rehearsals, performances, get-outs, and maintenance periods.

Working closely with the Head of Lighting, Lighting department managers, and Production Managers, the post holder will help deliver a full range of lighting services for ENO productions, as well as visiting productions at the London Coliseum.

Contract dates

Contract 1: 28/09/2026-21/03/2027

Contract 2: 28/09/2026-27/12/2026 & 25/01/2027-21/03/2027

Please note that candidates must be available for all dates of the contract they are applying for.

Reports to

Head of Lighting

Salary

£833.34 per week

Location

London Coliseum

Hours

43 hours per week

Lighting Technician

Key Responsibilities

- Assist with all lighting operations at the London Coliseum, ENO storage facilities and touring venues, across fit-ups, rehearsals, performances, get-outs, and maintenance periods
- Perform first-line fault finding and basic maintenance on lighting equipment, including automated lighting fixtures
- Understand and respond to the technical requirements of specific productions to ensure the smooth running of performances
- Operate departmental equipment safely and to a high standard, including plotting and running shows and rehearsals
- Prepare and maintain accurate documentation, including plots, change-over notes, and cue sheets
- Communicate effectively within the Lighting Department and across the wider Technical and Production teams to support technical operations and maintain high production standards
- Collaborate effectively with other departments to meet production requirements
- Ensure compliance with the ENO's Health and Safety policy, promoting safe working practices within the team
- Contribute to risk assessments and report accidents, incidents, near misses, and hazards
- Maintain high standards of housekeeping and equipment storage to support efficient technical operations
- Assist with the technical delivery of transport, packing, construction, and running of productions across all venues, including touring locations
- Champion and embed ENO's values in day-to-day practice, supporting an inclusive, respectful, and collaborative working environment across all departments
- Carry out additional responsibilities as required to support departmental and organisational objectives

Lighting Technician

Person Specification:

Required:

- Ability to focus a wide range of lanterns accurately and efficiently under instruction
- Working knowledge of current lighting equipment, including automated lighting fixtures and Ethernet/DMX control systems
- Experience rigging lighting equipment and an understanding of basic rigging practices
- Experience and practical knowledge in fault-finding, maintenance and repair of lighting equipment
- Ability to read and interpret lighting plans
- Skilled in producing and maintaining running plots and follow spot plots during rehearsals, and accurately executing them during performances
- Excellent stage craft skills and the ability to work at height, using access equipment
- Practical experience of safe working practices within a theatrical environment
- Working knowledge of Health & Safety legislation, including LOLER and PUWER
- Ability to work both independently and as part of a team
- Proactive, flexible, and collaborative approach
- Strong organisational skills and ability to perform under pressure
- Professional attitude with excellent punctuality
- Effective and sensitive communication skills at all levels

Desirable:

- Familiarity with ETC control systems
- Basic knowledge of electrical systems and of electrical safety standards, including BS7909
- Recognised certifications in Rigging, Stage Craft, Health & Safety and use of access equipment (Relevant training provided)
- Experience working at height using harnesses and positioning equipment
- Experience in large-scale repertory or receiving house
- Experience in another department within the theatrical environment
- Strong IT skills, including Microsoft 365
- Touring experience

At the ENO, our people play a vital role in helping us create extraordinary encounters with opera and beyond, so it's just as important that we reward people beyond their salary to recognise their contributions.

Your Wellbeing

- **Annual Leave:** 25 days plus Public Holidays
- **Hybrid and flexible working**
- Eye care vouchers
- Enhanced Company Sick Pay
- Enhanced Family Friendly Leave (including Maternity Leave and Paternity Leave)
- Cycle-to-Work Scheme
- **Employee Assistance Programme (EAP)** through Spectrum.Life:
 - Confidential support available 24/7, 365 days a year for employees
 - Virtual GP & digital physio
 - Wellbeing portal including videos, podcasts, and factsheets on topics such as sleep, diet and exercise



Seeing Our Performances

- Complimentary tickets for ENO and selected London Coliseum performances
- Staff rate for ENO performances
- Complimentary tickets to talks, recitals and behind-the-scenes events



Managing Money

- Salary Sacrifice pension scheme with Natwest Cushon
- Interest-free travel season ticket loans
- Annual pay review
- Discounts across various categories including: Travel, Wellness and Fitness, Electronics, Accessories, Food & Drink and many more through Pebble



Your Professional Development

- Annual Professional Development Review to support your personal and career ambitions and achievements
- Opportunities for Sabbatical leave to invest in your learning, wellbeing and career goals



"The variety of what we do is amazing, from drinks receptions and garden parties, to opportunities to see performances from Stage, Prompt or the Flies - every day is different and exciting!"

Please note that some of these extras vary depending on contract type or duration.

Lighting Technician

To Apply

You can apply for this role on our careers site.

We'll ask you for:

- A copy of your CV
- A cover letter

Due to the high volume of applications we receive, we are only able to provide individual feedback to those candidates that reach interview stage.

Application Deadline

5pm, Sunday 2 August 2026

Interviews

w/c 10 August 2026



We're proud to be a Disability Confident Employer. If you'd like to apply through the Disability Confident Guaranteed Interview Scheme or require any reasonable adjustments for the application process, please email workwithus@eno.org

Backstage Secrets to Success

Read the job description carefully

The job description is your score and every note counts. This will help you understand whether the role is a good fit and what is required, so you can tailor your application effectively.

Read the application requirements carefully

Before your first act make sure you know your cues and stage directions. Check for any word limits, additional tasks, or submission deadlines.

Tailor your cover letter

Your cover letter is your aria- your chance to shine. Use this to tell us things that we can't see on your CV for example: why you want to work with us, how our values align with yours, and any transferable skills that make you a great fit for the role.

Check your application

Before submitting, review spelling and grammar, ensure attachments are included and correctly named, and double-check that your contact details are accurate and up to date. This is not a rehearsal. We repeat, this is not a rehearsal!

Prepare for your interview

Research the organisation, be ready to discuss experience mentioned on your CV, and think about questions you'd like to ask us. See the interview as a duet where each voice is equally as important.

Use AI tools mindfully

AI is a brilliant tool that's transforming how we work however, please ensure your application is honest and a true reflection of your experience. You can use AI to check grammar and spelling, improve structure and formatting, research the organisation or rehearse mock interviews but remember when the curtain rises, we want to see the real you in the spotlight.

Online interviews

If your interview is online, have a technical rehearsal. Check that the link works beforehand and make sure you have a quiet space, a good internet connection with minimal distractions.

In-person interviews

Confirm who you'll be meeting on the day, check your route in advance, and leave plenty of time in case of travel disruptions. This is your 5-minute call, you have 5 minutes.

Accessibility

We are an inclusive employer and want to ensure that our process is as accessible as possible. If you have any access requirements, please let us know as soon as possible by emailing us on workwithus@eno.org so that we can ensure that the stage is ready for your performance.



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.

ENO



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