

Job Description

Job Title:	Followspot Operator	Department:	Production
Responsible To:	LX & Sound Manager	Salary:	£28,254 pro rata
Location:	Pitlochry Festival Theatre	Position Type:	Fixed Term, Full Time
Working Hours:	Annualised hours, normally 35 hours per week over 5 days		
Key Relationships	The post holder reports to the LX & Sound Manager and will work closely with the Technical Manager and Senior Technicians as well as other members of the Production Teams, colleagues, Creative Team members, Company, External Collaborators such as co-producing companies.		
Context	Pitlochry Festival Theatre has been providing a unique cultural experience for over 70 years, appealing to national and international audiences and visitors. We are Scotland's leading producer of musical theatre, a champion of ensemble practice and the country's only rurally located, major arts organisation. Our home is a glorious eleven-acre campus that includes the Explorers Garden. More than a place to come and see a show, we offer great theatre and art for all in an inspiring, creative atmosphere. Pitlochry Festival Theatre's campus now comprises a 538 seat Main Auditorium, a 172 seat Studio theatre as well as our Amphitheatre and Bandstand located in the theatre grounds.		
Purpose and Key Accountabilities	The post holder will participate in the effective and efficient delivery of Pitlochry Festival Theatre's Technical Services. As a Follow Spot Operator, they are responsible for controlling a spotlight (followspot) to track and illuminate performers or objects on stage during live performances. Working closely with the lighting designer, stage management and technicians, they will execute cues and maintain the desired lighting effects throughout the show. Pitlochry Festival Theatre aspires to the highest quality in its production values and in the delivery of all Production services and the post holder will have a key role in achieving high standards of production and quality, as well as developing and maintaining high standards.		



Key Duties - What you'll be doing	Operating a Followspot: The primary task is to precisely follow actors or objects on stage with the spotlight, adjusting the beam's size, intensity, and colour as needed.
	Executing Cues: Working with the lighting designer and stage manager to carry out pre-planned lighting cues and transitions. Creating detailed cue sheets to document lighting changes.
	Maintenance: Ensuring the followspot is in good working order, performing routine checks and basic maintenance. Contributing to the upkeep and maintenance of productions once they are in performance.
	Communication: Using headsets or other communication systems to coordinate with the stage manager, lighting designer, and other crew members.
	Teamwork: Collaborating effectively with other members of the production team. Responding to unexpected situations and changes in the performance in a calm and professional manner.
	Safety: Adhering to all health and safety regulations, including those related to working at heights and using safety equipment.
	Actively participating as a member of the Technical teams in the delivery of: • Get Ins / Fit Ups • Turnarounds • Get Outs • Rigging • Focussing • Plotting • Performance Operation
	Any other duties or projects required by the Technical Manager, Lighting & Sound Manager or Head of Production to ensure the general smooth and efficient operation of the buildings and organisation.
Responsibilities	Supporting the Lighting & Sound Manager in the planning, creation and delivery of all Technical services in pre-production and performance, fit ups, turnarounds, rigging, focussing and show operation.
	Assisting with managing the assets, environment, tools, equipment and machinery in the technical areas of responsibility.
	Promoting a positive attitude towards health and safety in the technical and performance areas of Pitlochry Festival Theatre productions and adopting a proactive approach to challenging unsafe work practices in the work environment.
Compliance	Ensure compliance with data protection
	Knowledge of and compliance with relevant Health & Safety Legislation, such as COSHH, LOLER, EAW and Working at Height Regulations
	Comply with PFT policies including Equal Opportunities, Dignity at Work, Safeguarding and other policies included in the Staff Handbook



Pitlochry Festival Theatre | +44 (0)1796 484626
Registered Office: Port-Na-Craig, Pitlochry **PH16 5DR**
Company Limited by Guarantee: Registered in Scotland **SC029243**
Regulated by the Scottish Charity Regulator (OSCR) **SC013055**



Health & Safety	To attend training as required to update knowledge and skills, and to be able to comply with relevant statutory requirements to a high standard.
	To comply with Health and Safety and other licensing legislation as directed and laid out in Pitlochry Festival Theatre's Health and Safety Policy.
Environmental	To support the Executive Director, as Chief Executive of the organisation, and the nominated Green Champion in meeting organisational aims and ambitions for its environmental impacts.
Health and Safety	To support the Executive Director, as Chief Executive of the organisation, in their legislative duties under the Health and Safety at Work etc. Act 1974.
	Attend training as required to update knowledge and skills, and to be able to comply with relevant statutory requirements to a high standard.
Other	To champion and promote organisational values and behaviours and act as an ambassador for the Theatre.
	Assisting the Production Department with work experience placements, offering work shadow opportunities, training and mentoring as required.
	To always act in the best interests of the Theatre and in line with all company policies.
	Any other duties or projects required by the Executive Director or Board of Trustees to ensure the general smooth and efficient operation of the buildings and organisation.
	Assist the Department with work experience placements, offering work shadow opportunities, training and mentoring as required.
	Actively promote staff welfare, development and training opportunities throughout the Theatre.



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Person Specification



Our purpose and our values

We exist to improve lives by sharing Pitlochry with the world and the world with Pitlochry.

We do this:

- By creating theatre that excites, engages, and challenges.
- By inspiring imaginations, senses of adventure, and new levels of understanding that change worlds.
- By nurturing environments to encourage wellbeing, growth, connection, and a sense of belonging.
- By exploring new ways of seeing and collaborating.

In everything we do we are creative and respectful and in every situation we are collaborative and empowering.

Personal behaviours and style

We are looking for people who share our core values and can demonstrate their commitment to:

- Commitment to Excellence
- Teamwork
- Creativity
- Inspirational sense of belonging
- A nurturing environment

The successful candidate will need to be able to demonstrate the following skills, experience and attributes in both the written application and the interview process:

Requirements	Essential	Desirable	Assessment Method
Qualifications and Knowledge	Knowledge of relevant legislation, for example Working at Height / COSHH	IT literate, with knowledge of key software applications, including Microsoft 365.	Application/Interview
		HND or Degree in Lighting and Sound, Technical Theatre or relevant equivalent course.	Application/Interview
		Full UK driving licence (B, BE, C1)	Application
		Certified in First Aid at Work by a recognised body	Application
		IPAF Class 3A/3B valid ticket	Application
Skills and Abilities	Good communication skills, both written and verbal		Application/Interview



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Requirements	Essential	Desirable	Assessment Method
	Skilled in rigging, focussing and maintaining a range of generic and moving lighting fixtures	Good rigging and scenic flying skills.	Application/Interview
	Physical Stamina as the job can involve long periods of standing and maintaining a steady hand.	Experience operating followspots.	Application/Interview
	Ability to maintain precise focus and execute lighting cues accurately	Experience documenting and handing over a followspot track.	Application/Interview
Experience	Proven experience of working within a theatre or events technical environment.	Experience of mainstream UK theatre production.	Application
	Knowledge and experience of current Health and Safety issues and practice within the UK performing arts industry.	Experience of maintaining technical theatrical infrastructure and equipment, for example PAT, moving light service.	Application/Interview
		Experience of multi-site working.	Application
		Experience of managing storage systems and recycling programmes.	Application
		Experience of touring theatre (pre-production and / or performance).	Application
Interpersonal and Communication Skills	Good team player	Experience of working directly with Creative team	Interview
	Ability to adhere to comms and two-way radio operation protocols	Has trained others in the use of party-line intercoms or radios.	Interview
Personal qualities	Has a positive, calm and methodical approach to working.	Interested and willing to work across a wide range of areas.	Application/Interview



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Requirements	Essential	Desirable	Assessment Method
	Demonstrates flexibility and diplomacy.		
	Problem solver	Self-motivated	Application/Interview
Additional Requirements	Able to work flexibly including evenings and weekends.	Willing to work across other Production disciplines.	Application / Interview
		Comfortable working in a predominately rural environment.	Application / Interview



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