

## JOB DESCRIPTION

<b>JOB TITLE</b>	Lead Practitioner - Technical Sound
<b>TYPE OF CONTRACT</b>	Permanent, Full-time
<b>RESPONSIBLE TO</b>	Head of Technical Training
<b>RESPONSIBLE FOR</b>	Associate Teacher - Technical Sound
<b>COUNTERSIGNING MANAGER</b>	N/A
<b>GROSS ANNUAL SALARY</b>	£33,000 - £36,000
<b>HOURS OF WORK</b>	40 hours per week; Monday to Friday (9.30am – 6.30pm) plus evening and weekend work as and when necessary
<b>KEY WORKING RELATIONSHIPS</b>	Head of Technical Training, Associate Teacher (Technical) Sound, other Lead Practitioners (Technical).
<b>INTERNAL</b>	
<b>EXTERNAL</b>	Visiting Directors, Professional Practitioners and Technical Suppliers
<b>PROBATIONARY PERIOD</b>	Your employment will be subject to a probationary period of 6 months
<b>HOLIDAY ENTITLEMENT</b>	28 days per year plus bank holidays; (This is inclusive of any days when LAMDA may be closed i.e. towards Christmas closure)
<b>PENSION</b>	After 3 months of continuous service you will be automatically enrolled into our qualifying workplace pension scheme with AVIVA. LAMDA will make an additional contribution in accordance with auto-enrolment regulations
<b>BENEFITS</b>	After six months of continuous service and on successful completion of the probationary period, you will become eligible for the following benefits:
<b>(1) GROUP LIFE ASSURANCE</b>	LAMDA offers a death in service benefit where the nominated beneficiary could receive approximately 4 x annual salary payment if death occurs whilst in service
<b>(2) SEASON TICKET LOAN</b>	LAMDA offers an interest free loan for the purchase of an annual season ticket

<b>(3) CHILDCARE BENEFIT SCHEME</b>	LAMDA offers childcare vouchers as part of a salary sacrifice scheme. This benefit will enable employees to make significant savings on their tax and national insurance contribution
<b>(4) EMPLOYEE ASSISTANCE PROGRAMME</b>	LAMDA offers an employee assistance programme (EAP) which is confidential and easy to access. This service is available to staff 24 hours a day, 7 days a week.

## **JOB PURPOSE**

The primary focus of this role is to inspire, teach and support the next generation of sound designers and technicians. The Lead Practitioner will lead in the development of the syllabus for the introduction to and training of, the Production & Technical Arts – Stage and Screen (PTASS) students in the skills required in Sound Design, along with the technical skills for production engineering, within a theatre, or related industry. The role requires the individual to give class to the students, as well as supporting them in their delivery of practical design and production roles.

## **DUTIES AND RESPONSIBILITIES**

- To lead in the development of the syllabus for Sound Training; prepare and deliver Sound class to PTASS students in liaison with the Theatre Sound Tutor and as directed by the Head of Technical Training.
- Teaching and acting as a personal tutor to students to deal with and, where appropriate, triage non-academic aspects of the student experience.
- To undertake the role of Sound Designer on some LAMDA productions, working with student associate designers and technicians.
- To work on the development of the sound provision across LAMDA's facilities, in liaison with the Head of Technical Training.
- To provide formative feedback to students in class.
- Where required, to set assessment tasks, mark formally assessed work (subject to moderation by the Lead Practitioner) and act as a principal marker for any assessment tasks they have set.
- To undertake organisational and administrative tasks directly related to your own teaching.
- To review the outcome of your teaching and contribute feedback to the review and forward planning.
- To maintain academic and/or professional standards and work in accordance with LAMDA policies
- To work with the Head of Technical Training in the selection process and recruitment of freelance Sound Designers and Production Engineers.
- The supervision of all Sound work and student teams assigned to the Department, and to ensure that such productions run to schedule and to budget in liaison with the Head of Production.
- Ensuring the adherence to all Health and Safety regulations in respect to the work carried out by students at LAMDA.
- Overseeing the preparation, Sound Rig, Technical and Dress rehearsals and performances in LAMDA's Theatres or other performance spaces in the UK and Europe.
- To deliver tutorials to the students within the Sound Department and draw up written assessments of the students work at the end of each module in conjunction with the Theatre Sound Tutor.
- To carry out any other teaching duties deemed necessary as a member of the teaching staff of

the PTASS course, and generally supervising all student work in the capacity of a Trainer.

- On-line tutor to the student Sound Designers, Production Sound Engineers and Sound Assistants.
- To Administrate, manage and maintain a networked suite of Apple Mac Computers for the Purposes of Studio and Live Production & Performance.
- To develop and maintain a custom and practice within the Department that is up to date with that of the industry.
- To manage the scheduling of staff working within the Sound Department
- Work collaboratively with other academic staff in pursuit of shared learning outcomes for students
- Caring for the personal and professional well-being of students on the SMTT course.
- Safety and maintenance (where reasonable) of the Sound and communications installations and equipment of LAMDA's Theatres and Technical Facilities.
- Ordering sound equipment as needed for the Theatre, Productions or Teaching, in liaison with the Head of Technical Training or the Head of Production.
- Ensuring the security of LAMDA premises and that no students are allowed unsupervised access.
- To undertake the Fellowship programme of the Higher Education Academy
- To attend all meetings as requested by Head of Technical Training
- Any other duties as specified from time to time by the Head of Technical Training
- To be prepared to make a contribution in at least two of the following four themes to underpin changing practice at LAMDA:

- a. **Access and Inclusion** - widening access and inclusion within the school and outside. Engagement through recruitment, audition squad, access summer school and exams. Anti-Racist and Inclusive Teaching practice and pedagogy. Commitment and experience of facilitating modern ensemble - co-creation, facilitation of safe spaces, zero-tolerance and conflict resolution - to foster collaboration and creativity.
- b. **Development of Individual Health, Wellbeing and Resilience** building - a holistic approach to training the individual to empower and build confidence and practice for the professional world - journaling, mindfulness, mental wellness, personal coaching, life plans, leadership development and mentoring.
- c. **Development of multi skilled Artists and Creative Technicians** for a sustainable creative skills sector with relevant experience and practice in making sustainable theatre, content production and promotion across all platforms, creative access and inclusion, creating and delivering socially engaged work for a wide range of audiences and stakeholders.
- d. **Digital** - supporting the digitisation of LAMDA in teaching, learning, research, knowledge exchange, technical theatre, screen and audio and other platforms.

**PERSON SPECIFICATION**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<b>SKILLS / ABILITIES</b>	<ul style="list-style-type: none"> <li>-Excellent communication skills</li> <li>-Leadership skills</li> <li>-Negotiating and influencing skills</li> <li>-Problem solving skills</li> <li>-Good organisational, time management and administrative ability</li> <li>-Good oral and written presentation skills</li> <li>-Excellent practice in one or more technical disciplines</li> <li>-Ability to review and appraise the performance of other teachers</li> <li>-Ability to Review, Reflect and Evaluate to inform change</li> <li>-The ability to stimulate and encourage the commitment to learn in others and to promote depth of learning in the subject area</li> <li>-The ability to create and maintain an inclusive and safe learning environment for all students</li> <li>-Ability to work effectively and creatively with students and colleagues</li> <li>-Ability to work and learn alongside students in co-creation</li> <li>-Ability to organise own time effectively, so as to</li> </ul>	<ul style="list-style-type: none"> <li>-Sound Training</li> <li>-Teaching qualification</li> <li>-Clear understanding of the demands made upon professional sound designers and technicians</li> </ul>	Application/ Interview

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
	<p>meet deadlines and manage competing priorities</p> <p>-Good analytical skills and the ability to respond to problems which arise in learning situations</p> <p>-Ability to translate teaching and learning into the virtual learning environment</p>		
<b>KNOWLEDGE</b>	<p>-Extensive knowledge of all aspects of Sound Design, Production Sound, and technical procedures in a venue</p> <p>-Knowledge of Apple Computers and Networks</p>		Application / Interview
<b>EXPERIENCE</b>	<p>-Proven experience of working as a professional sound designer across a variety of styles and scales of theatre.</p> <p>-Ability to demonstrate proven theatre production sound experience</p> <p>-QLAB</p> <p>-Experience of Production Networks (DANTE / MADI)</p> <p>-Experience with specifically : DiGiCO / Yamaha Digital Consoles</p> <p>-Experience of safe electrical working practices</p> <p>-Experience of working to and managing</p>	<p>-Teaching in further or higher education</p> <p>-Experience of teaching Sound in a drama school or related institution to students at both an under-graduate and post-graduate level</p> <p>-Experience of developing a training programme/course</p> <p>-Experience of Video in Theatre (QLAB)</p> <p>-Experience of other DAWs</p> <p>-Experience of working in TV/Radio Production Sound</p> <p>-Experience in Drafting Software (Vectorworks/AutoCAD)</p> <p>-Network of industry</p>	Application/ Interview

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
	budgets	contacts	
<b>QUALIFICATIONS</b>	-Degree and / or relevant Industry experience with participation and contribution at a Senior Level to the HEA		Certificates (if applicable)
<b>QUALITIES</b>	<ul style="list-style-type: none"> <li>-Leadership skills</li> <li>-Flexibility – the ability to adapt to different learning styles and requirements.</li> <li>-Empathy</li> <li>-Creativity</li> <li>-Resilience</li> <li>-Focused, highly efficient and self-motivated with the ability to think creatively and to take the initiative to meet strict deadlines across a number of simultaneous projects</li> <li>-Collaborative team player with ability to communicate clearly and effectively</li> </ul>		Application/ Interview

***This job description reflects the present requirements of the post and should not be seen as an exhaustive list of responsibilities. Duties and responsibilities may develop and change in consultation with line management.***

***The successful applicant will be required to go through a DBS 'Enhanced Disclosure' check. Expenses will be met by the Academy.***

## **ABOUT LAMDA**

LAMDA is a leader in performing arts training and strives for excellence in every facet of our organisation, and 2019 marks the beginning of a new chapter of growth. Following the completion of our new facilities in west London, the Academy will welcome Sarah Frankcom Director and is now fully registered as an independent HEP (Higher Education Provider). These changes are exciting and critical to the long-term sustainability of LAMDA, bringing with them our ambitions to be an even more accessible LAMDA, representing people from all corners of the UK and beyond in recruiting and training the most creative and innovative theatre makers.

Founded in 1861, LAMDA (London Academy of Music & Dramatic Art) is a world-leading conservatoire offering exceptional vocational training to actors, stage managers, technicians and directors. In addition to six validated degree programmes, LAMDA offers a Foundation Diploma and a number of validated semester and summer short courses.

In July 2018, LAMDA joined the register of Higher Education Providers, a key step towards achieving degree awarding powers. From 2019-20 LAMDA will operate independently from the Conservatoire of Dance and Drama, receiving funding directly from the Office for Students.

The work of the Academy is complemented by that of LAMDA Examinations, through which LAMDA offers a drama and communications-based syllabus leading to accredited and non-accredited awards in the UK and overseas. In 2017 - 18 108,190 people in 33 countries took a LAMDA Examination.

In 2017, LAMDA moved into its new £28.2m centre for world-leading drama training. LAMDA's new home features ten large training and rehearsal studios, three theatres - the 200 seat Sainsbury Theatre, 120-seat the Carne Studio Theatre and the Linbury Studio, and a fully equipped digital and audio suite. In January 2018, LAMDA alumni Benedict Cumberbatch was appointed the Academy's President, and in February 2019, Sarah Frankcom was appointed LAMDA's new Director

LAMDA Alumni include Nikki Amuka-Bird, Patricia Hodge, Janet Suzman, Chiwetel Ejiofor, Jeremy Irvine, Rory Kinnear, Harriet Walter, Rose Leslie, Paterson Joseph, David Oyelowo, Katherine Parkinson, Toby Stephens, David Suchet, Sam Claflin, Leah Harvey, and Ruth Wilson, among many others.