

JOB DESCRIPTION

JOB TITLE	Lead Practitioner (Lighting)
TYPE OF CONTRACT	Permanent, full-time
RESPONSIBLE TO	Head of Technical Training
COUNTERSIGNING MANAGER	N/A
GROSS ANNUAL SALARY	£31,500 - £36,500
HOURS OF WORK	40 hours per week; Monday to Friday (9.30am – 6.30pm) plus evening and weekend work as and when necessary
KEY WORKING RELATIONSHIPS	Head of Technical Training, Associate Teacher (Lighting), Lead Practitioners (Technical)
INTERNAL	
EXTERNAL	Visiting Designers, Visiting Directors, Professional Practitioners and Technical Suppliers
PROBATIONARY PERIOD	Your employment will be subject to a probationary period of 6 months
HOLIDAY ENTITLEMENT	28 days per year plus bank holidays; (This is inclusive of any days when LAMDA may be closed i.e. Christmas closure)
PENSION	After three months of continuous service you will be automatically enrolled into our qualifying workplace pension scheme. LAMDA will make an additional contribution in accordance with auto-enrolment regulations
BENEFITS	After six months of continuous service and on successful completion of the probationary period, you will become eligible for the following benefits:
(1) GROUP LIFE ASSURANCE	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
(2) SEASON TICKET LOAN	LAMDA offers an interest free loan for the purchase of an annual season ticket
(3) CHILDCARE BENEFIT SCHEME	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

(4) EMPLOYEE ASSISTANCE PROGRAMME	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 lighting designers, programmers and technicians.

Be the departmental lead for the technical discipline, ensuring that practice keeps pace with current industry practice technically, and in terms of environmental sustainability and inclusivity, and providing advice to course leaders/Head of Technical Training on matters of course and teaching and learning development particular to the discipline.

DUTIES AND RESPONSIBILITIES

- To lead in the development of the syllabus for Lighting Training; prepare and deliver lighting classes to the PTASS students in liaison with the Associate Teacher – Lighting and as directed by the Head of Technical Training
- To provide formative feedback to students in class.
- 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 Lighting Designer on some LAMDA productions, working with student assistant designers and technicians.
- Where required, to set assessment tasks, mark formally assessed work (subject to moderation by the Head of Technical Training) 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 periodic programme review and forward planning.
- To maintain academic and/or professional standards and work in accordance with LAMDA policies
- To help students absorb knowledge, build upon it and help them to overcome any problems they encounter in understanding and applying knowledge.
- Provide supervision for students in individual undergraduate research projects
- To develop and maintain a sustainable practice in all areas of production lighting
- The supervision of all electrical work and student teams assigned to the Lighting Department on all LAMDA productions and to ensure that such productions run to schedule and to budget in liaison with the Lead Practitioner – (Production Management) and Head of Technical Training
- Ensuring the adherence to relevant Health and Safety guidelines on all electrical work carried out by students at LAMDA
- Overseeing the preparation, rig and focus, technical and dress rehearsals and performances in LAMDA's theatres or other performance spaces in the UK and overseas.
- To maintain a custom and Practice within the Lighting Department that remains up to date with the Industry.
- To ensure the security of LAMDA premises and that no unauthorised students are allowed unsupervised access.
- To care for the personal and professional well-being of students on the Production & Technical Arts course.

- 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.
- To manage the scheduling of staff working in the Lighting Department
- To teach on the Lighting Summer School if required.
- Departmental tutor to all students within the Lighting Department.
- Safety and maintenance (where reasonable) of the electrical installations and equipment in LAMDA's theatres.
- Ensuring the security of all PTASS Departments.
- To undertake the Fellowship programme of the Higher Education Academy
- To attend all meetings as requested by Head of Technical Training
- Undertake other relevant duties, as required
- 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

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
SKILLS / ABILITIES	<ul style="list-style-type: none"> -Excellent practice in one or more technical disciplines, including Lighting -Ability to review and appraise the performance of other teachers -Ability to Review, Reflect and Evaluate to inform change -Ability to stimulate and encourage the commitment to learn in others and to promote depth of learning in the subject area -Ability to create and maintain an inclusive and safe learning environment for all students -Ability to work effectively and creatively with students and colleagues -Ability to work and learn alongside students in co-creation -Ability to organise own time effectively, so as to meet deadlines and manage competing priorities -Good analytical skills and the ability to respond to problems which arise in learning situations -Ability to translate teaching and learning into the virtual learning environment -Negotiating and influencing -Problem solving 	<ul style="list-style-type: none"> -Expertise on one or more to the following: site specific/outdoor touring, temporary power installations, sustainability, projections 	Application/ Interview
KNOWLEDGE	<ul style="list-style-type: none"> -Extensive breadth and depth of knowledge, contemporary professional application and understanding in the discipline (s) 	<ul style="list-style-type: none"> -IOSH Managing Safely -AutoCAD 	Application/ Interview

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
	<ul style="list-style-type: none"> -Understanding across the course curriculum and the scholarship associated with it -Working knowledge of ETC Eos family Consoles -Working knowledge of WYSIWYG and Vectorworks -PAT Testing 		
EXPERIENCE	<ul style="list-style-type: none"> -Extensive and demonstrable experience in a professional lighting department working across all scales of theatre -Experience of working as a Lighting Designer -Experience of working to, and managing budgets -Some experience of delivering teaching and/or training -Relevant experience in the creative skills sector as a practitioner -Experience of working with young people -Continuing professional development 	<ul style="list-style-type: none"> -Teaching experience in an HE/Conservatoire setting -Facilitation skills -Conflict resolution -Artist/technician development and participatory arts in a variety of setting and a variety of audiences -Work on unconscious bias, consent and inclusion -Safeguarding -Health and safety in professional or training settings 	Application/ Interview
QUALIFICATIONS	<ul style="list-style-type: none"> -Degree and / or relevant Industry experience 	<ul style="list-style-type: none"> -Formal learning (or equivalent) in a relevant subject and a research and/or professional qualification 	Certificates (if applicable)
QUALITIES	<ul style="list-style-type: none"> -Leadership -Creativity -Resilience -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 -Collaborative team player 		Application/ Interview

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
	with ability to communicate clearly and effectively -Flexibility – the ability to adapt to different learning styles and requirements. The ability to adapt to different styles of Direction -Good sense of humour -Resilience -Empathy		

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.