



ROLE CONTEXT, DESCRIPTION & APPLICATION INFORMATION

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| Role title: | Venue Technician |
| Reporting to: | Technical Manager/Head of Production |
| Key Relationships: | Production Team, Operations Team, Visiting Company Teams. |
| Location: | Gate Theatre, Dublin 1, Ireland |
| Contract: | 1-year fixed term |
| Spec effective date: | September 2025 |

The Gate Theatre are seeking a skilled, pro-active and experienced person to support the smooth delivery of all performance, events and activities within the theatre.

Gate Vision

The Gate's vision is 'an Open Gate where every person has access to great theatre.' Under the shared leadership of CEOs, Róisín McBrinn and Colm O'Callaghan, an Open Gate is a civic Gate and will be a key cultural asset to Dublin's North Inner City. In the coming years, we will generate new audiences and excite current ones, invest in artists of the future, deliver our GATEWAYS community engagement programme and be a supportive home to the best Irish artists and their international collaborators. As the Gate approaches its centenary in 2028, we will make its theatre a home to all stories and the Gate's communities, so that it continues to play a defining role in Irish society.

Gate Values

It is important that the Gate continues to be a values-led organisation. Care, collaboration and excellence are the Gate's core values.

Gate Mission

The Gate's mission is to make inspiring theatre that connects, questions and transforms our audiences and communities by:

1. Producing unforgettable and inspiring theatre
2. Creating a supportive and sustainable organisation
3. Driving the growth of a connected and confident Irish theatre at home and abroad
4. Ensuring long-term financial and operational sustainability

Our History

The Gate Theatre was founded in 1928 by Micheál MacLiammóir and Hilton Edwards, and very quickly built a unique reputation as a producing house for introducing international writers and artists to Ireland. The theatre is housed in a beautiful Georgian building and has a capacity of 371 seats, which makes it attractively intimate for both actors and audiences alike.

Throughout its history the Gate has garnered an enviable reputation both at home and abroad and has proven itself to be one of Ireland's most successful theatres. The organisation mounts on average seven major productions each year.

The Gate is currently led through the joint management of its Artistic Director, Róisín McBrinn, and Executive Director, Colm O'Callaghan, who joined in the summer of 2022.

PURPOSE OF THE ROLE

The Venue Technician supports the smooth delivery of all performance, events and activities within the theatre. This is done by providing high-quality technical expertise in lighting, sound, staging and stage management. They ensure that productions are presented safely, efficiently and to the highest professional standards, while maintaining the theatres technical equipment and facilities. The role holder will assist the Technical Manager and Head of Production in the planning and implementation of the Gate's programme including co-productions and community projects. The role works collaboratively with visiting companies, artists and internal teams to create a welcoming, inclusive and safe environment for both audience and performers.

Key Responsibilities:

Technical

- Act as the Gate representative for technical matters during rehearsal and show runs as required.
- Lead and support on Lighting operation, AV operation, Sound Engineering/Operating and providing technical assistance as necessary.
- Assist with the set-up of venue technical equipment (Lighting, Sound, AV) and systems for performances
- Assist with get-ins/fit ups, technical rehearsals and get-outs, providing technical support as necessary
- Act as the House Technician during show calls to ensure the smooth operation of technical systems during performances and to represent the Gate's health and safety policy.
- Act as an Operator for either Lighting, Sound or AV, as required, during performances.
- Act as duty technician during performances as appropriate ensuring the smooth running of the show.
- Be a first point of contact to resolve technical systems issues arising during show call.
- Maintain the highest possible standard in the provision of technical support, information, and professional courtesy to all clients and stakeholders.
- Engage in reactive maintenance where possible pre-show

Health and Safety

- Ensure standards of safety are maintained throughout the Technical Department and across all rehearsals, productions, events and projects, maintaining accurate records consistently.
- Ensure the safe and effective operation of associated venue equipment required for use during performances and the safe and effective integration of rental/toured equipment within in house systems.
- When required, take ownership and confirm that appropriate safety checks, record keeping and reporting are undertaken for all technical equipment used in performance spaces and tours, including Portable Appliance Testing (PAT).
- Ensure that health and safety, operation and good house-keeping standards are practiced and followed.

Facilities

Support the Technical Manager in;

- planning and delivering the annual maintenance programme (all theatre spaces and equipment).
- managing a proactive maintenance schedule for technical equipment in the performance spaces and carry out maintenance tasks as required.

General

- Assist the Technical Manager with recruiting and engaging direct and freelance resources as required to ensure that all projects are adequately resourced to deliver within agreed parameters, in a timely, safe, and collaborative way.
- Work with the Technical Manager to set and maintain the highest standards in the provision of technical support, information, facilities and professional courtesy to all the Gate's stakeholders.
- Suggest company purchases of technical equipment that maintain creative flexibility on stage but also help to minimise weekly hire costs on productions.

Compliance

- Champion Diversity and Inclusion and contribute to a positive and inclusive culture within the Gate.
- Adhere to staff policies and procedures.
- Adhere to procedures relating to the proper use and care of equipment and materials for which the role has responsibility
- Participate and work within a performance management and development process
- Take on any other reasonable duties or projects that may be assigned by line manager.
- Be an active member of Gate staff and live the values.

The successful candidate will have:

Essential

- On the job experience and proficiency in lighting consoles, digital mixing consoles and networking

Desirable

- Minimum of two years' experience in backstage theatre technical work practices.
- General understanding of technical systems in use in a typical theatre environment - particularly sound and lighting equipment and systems.
- Track record of operating, programming lighting or sound consoles for professional live events
- Knowledge of current Health and Safety legislation relevant to the industry and ability to ensure safe working practices.
- Experience in QLab to a high level
- Relevant professional qualification and/or industry experience.
- An interest in the arts and a willingness to offer creative input in the development of technical operations at the Gate Theatre

What you will bring to the role:

- Ability to manage multiple simultaneous priorities effectively
- Positive 'can-do' attitude
- Be able to work comfortably at height
- A pro-active attitude and confidence to take a leadership role in areas related to the role.
- Eagerness to learn other technical aspects of theatre practices and willingness to share knowledge with other members of the Production team.
- A high level of accuracy and a sharp attention to detail
- Self-motivation, reliability and a high degree of initiative
- Ability to work within a team environment
- Excellent communication skills
- Ability to prioritise and multi-task under time pressure
- Flexibility – late-evening and weekend work are a standard part of the working week.

This role may be of interest if you:

- Would relish the opportunity to be an integral part of a dynamic producing theatre as a member of our Production team
- Are focused on developing your technical skills and knowledge.
- Enjoy working as part of a strong, supportive and experienced team

Training

Professional development and training are a core part of the job and will be available by way of Internal informal training (delivered by members of staff) and external training programmes (depending on skills development needs assessment). A training plan will be put in place as part of objective setting for the role.

TERMS & CONDITIONS

Working Days and Hours: The standard operational office hours are between: 8am and 6pm. The standard Theatre hours are between 5pm and 12.00 midnight. The role will operate across both timeframes on a net 42 working hour week. The role will involve working irregular and flexible hours to support the Gate team on a regular basis which is reflected in the remuneration package, no additional allowances or overtime apply. Sunday premium is built into the salary, and no additional premium will apply where required to work on Sunday. The role will be required to work during open and dark periods within the Theatre schedule.

The standard working days for the role are 5 days over seven Monday to Sunday. The role will operate across two show schedules, Monday to Saturday and Tuesday to Sunday. It is noted that the role will be required to work weekends and public holidays to support the management and staff aligned with the prevailing show schedule which is reflected in the remuneration. Where required to work a public holiday alternative time off will be provided.

Salary

Venue Technician within the Gate Management Level Framework with a salary band of **€35,000 to €40,000 annually.**

Application and Selection Process

To apply for this vacancy opportunity, please submit your Curriculum Vitae with a single page supporting letter outlining why the role interests you and how you meet the requirements. Applications should be sent directly by email to HR@gate-theatre.ie **clearly referencing Venue Technician Application** in the subject title. Closing date for receipt of applications is **Friday 26th September 2025 by 12 noon**. Interviews are expected to take place shortly thereafter at the Gate Theatre, D1.

RECRUITMENT STATEMENT

The Gate Theatre is an equal opportunity, inclusive employer and welcomes applicants from all sections of our community.

Inclusion, equity, diversity and access (IDEA) is a key part of our Open Gate ethos. We will not discriminate against an applicant (internal or external) based on their gender, age, race, religion, marital status, sexual orientation, disability, membership of the Travelling community, or family status.

We appreciate that people have varying needs and encourage applicants and interviewees to let us know what arrangements and format they may prefer.

If you have a disability and require any accommodation/s, during the recruitment process, including the application itself, please let us know in advance.