



Information Pack for Candidates

Stage Machinery Project Engineer

Welcome

MESSAGE FROM ALEX BEARD, CHIEF EXECUTIVE

Thank you for taking the time to apply for a role with the Royal Ballet and Opera.

Extraordinary, world-class performances of opera and ballet are at the absolute heart of our vision here.

So, whether the audience is in one of our beautiful theatres in Covent Garden, watching around the globe in cinemas and online streaming, or taking part in learning and participation programmes up and down the country, we want as many people as possible to enjoy and appreciate these astonishing artforms.

None of this would be possible without the exceptional team of people who work here. People are centre stage of everything we do at RBO, and we built our culture on our core values: treating everyone with Respect, being Open in our mindset and approach, and striving for the Highest Standards in everything we do.

Everyone is welcome at RBO, whatever your background or experience, and we look forward to your application.

Best of luck!

Alex



About Us

Home to The Royal Ballet, The Royal Opera and the Orchestra of the Royal Opera House, the Royal Ballet and Opera (RBO) brings together world-class performers and trailblazing creative teams to share unforgettable performances with audiences near and far.

We house the busiest theatres in the world, delivering more than 400 performances and around 1,350 learning events each year. We employ 1100 permanent staff and generate a turnover of £135m, attracting 1.5m attendances in Covent Garden and in cinemas.

We're at the forefront of innovation in ways in which audiences can experience opera and ballet. Our work is accessed and experienced across the UK and globally through streams, tours, cinema relays, radio broadcasts and TV output.

We work across three sites, all enabling us to produce exceptional performances – our theatres and offices at Covent Garden, our production workshop at Thurrock and our storage facility at Aberdare.

We are a charity reliant on fundraised voluntary income from individuals, Trusts and Foundations and Corporate partnerships, together with our grant from Arts Council England, in order to fund our work on our stages and in our community. Our staff is responsible for working together across all aspects of the business, to support the charity in its mission and aims, ensuring its future success.



Renewal Projects

The Royal Ballet and Opera has developed a major programme of work which brings together a range of energy and sustainability initiatives, infrastructure replacement works and upgrades, and refurbishment projects which will help to transform the working environment and technical capabilities across our estate.

Within our Covent Garden home, the technical estate was installed in 1999 and much has reached the end of its life or has been superseded by technological advancements. Some of the stage machinery has already been upgraded, is in progress of an upgrade, or has upgrades planned for future seasons. Further works include ongoing maintenance of the stage machinery, ensuring close cooperation with operational colleagues to deliver projects around a demanding schedule.

The Stage machinery includes:

- Flybar winches and point hoists
- Main stage elevators
- False proscenium
- Lighting batten winches
- Performer elevators and traps
- Scenery wagon system



Job Description

- Act as the link between project work and business as usual, providing support and training for Technical & Production departments upon project completion
- Act as 2nd line support for stage machinery operators
- Provide on-site support for high profile productions, such as cinema broadcasts (scheduled by Head of Stage)
- Work closely with other departments to integrate control networks such as Lighting and Sound, Video & Broadcast
- Take ownership of upgraded stage machinery, ensuring relevant in-house teams have sufficient documentation and training to carry out preventative maintenance
- Create diagnostic tools for in-house teams to troubleshoot and rectify issues
- Advise technical and production managers on production automation enquiries
- Manage stage machinery network infrastructure working closely with the IT department and oversee system wide software and firmware updates
- Assist Stage Machinery PM in renewal project delivery
- Work closely with project contractors during installation
- Assist in managing day to day upgrade works in performance spaces without disruption to stage operations
- Report project risks and progress to the Project Manager
- Write and follow risk assessments and method statements for specific project tasks
- Write protocol for daily handovers to ensure smooth transition between Project and operational teams

Person Specification

Essential

- Proven stage machinery installation, operation and support experience within the entertainment industry.
- Experience in commissioning motion control systems.
- Ability to follow electrical schematics and diagrams.
- Understanding of hydraulic systems.
- Excellent troubleshooting skills.
- Ability to manage a team of external contractors.
- Open and confident communicator.

Desirable

- Experience with Tait's Navigator software
- A degree in Engineering or a similar technical discipline
- Commissioning of industrial motion control systems using Siemens and Beckhoff
- Project management qualification: Prince2 or APM
- A good understanding of a busy repertory house schedule.
- CCNA
- Rigging experience
- Working at height
- IPAF
- IOSH

Work For Us – Everyone Is Welcome

We want many more people to enjoy and engage with exceptional ballet and opera.

We believe diversity is about making sure we can attract and develop talented people who bring more because of their different backgrounds, experiences, cultures and outlooks.

Recruiting and working with these talented people is just part of the work. We are committed to creating an environment where everyone believes they belong and can do their best work.

We operate a fair and open recruitment and selection process. Every role is open to all sections of society, and we welcome your application, regardless of your sex, race, religion or belief, ethnic origin, different physical ability, age, gender identity or sexual orientation.

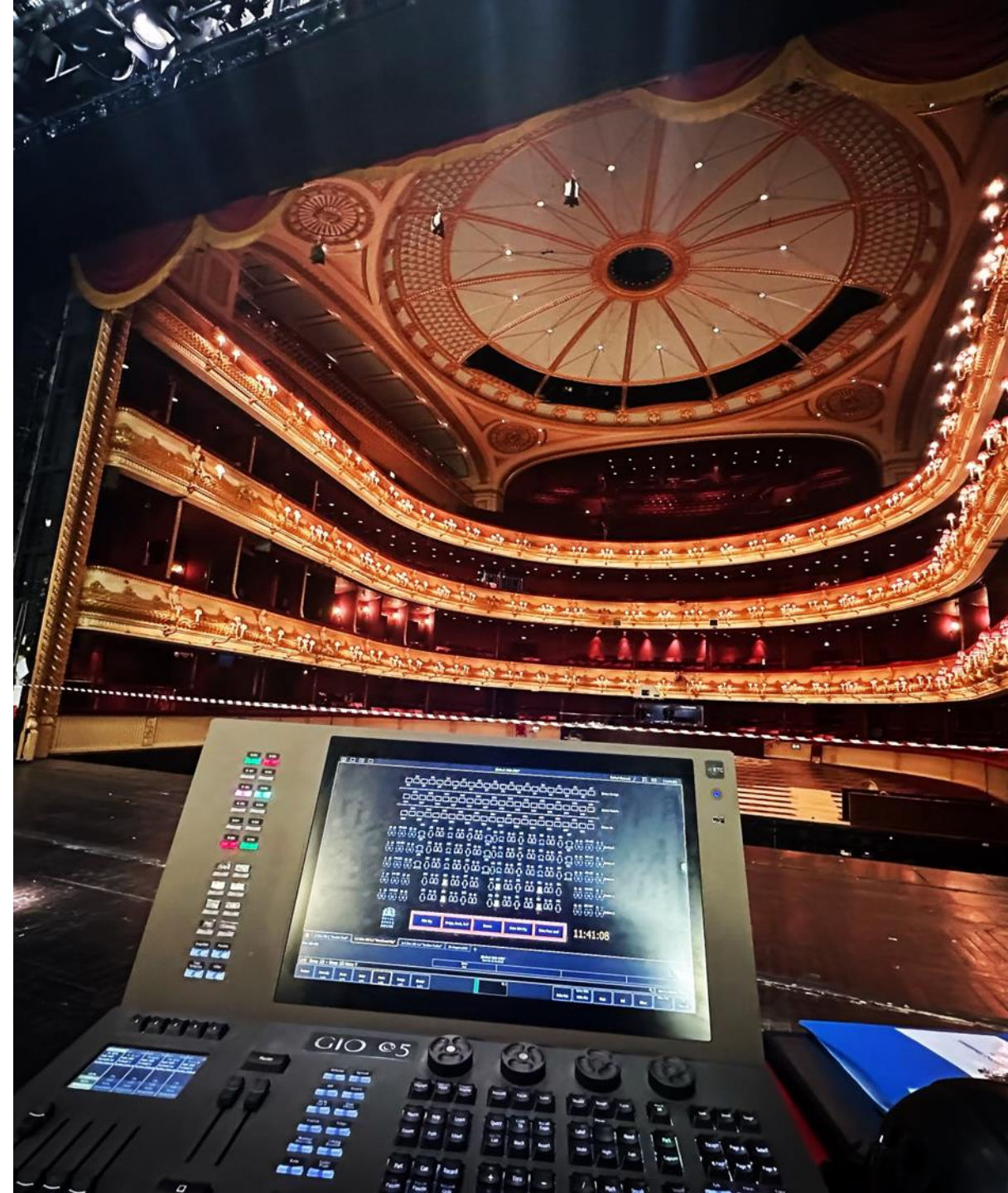
We particularly welcome applications from those who are from a global majority background and/or those who are disabled, as they are under-represented within the Royal Ballet and Opera. As a Disability Confident employer, we guarantee to interview all disabled applicants who meet the essential minimum criteria for our vacancies.



Work With Us – What to Expect

Starting a new job can be daunting. At the Royal Ballet and Opera, we want to make that transition as smooth and easy for you as possible. We'll provide you with all the information you need before you start and will be on hand to answer any questions you may have about the role.

We are a big organisation, with more than 1100 staff and sites at Covent Garden, Thurrock and Aberdare. There will be plenty of people to meet and you'll have a structured induction, including tours of both our Covent Garden and Thurrock sites. This is a great way to orient yourself and understand how all the work comes together.



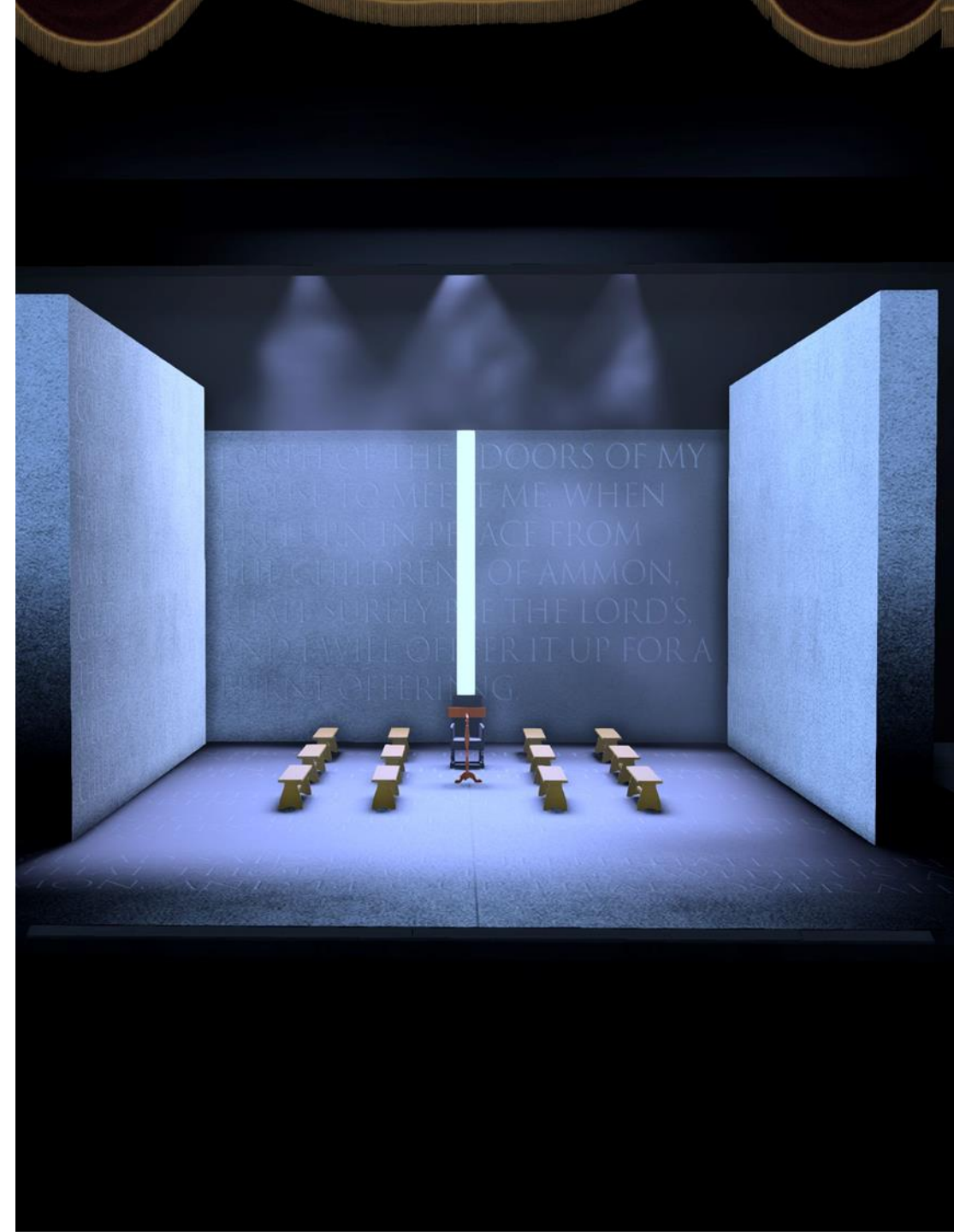
Staff Benefits

- 33 days annual leave (including bank holidays)
- Membership of the RBO Aviva Pension scheme
- Staff offers on performance tickets and access to general rehearsals
- Subsidised canteen and coffee bar
- Interest free season ticket loan once you have passed your probation and onsite spaces for secure cycle storage, subject to availability
- Family Friendly policies
- Access to our Employee Assistance Programme providing 24-hour advice and counselling services
- Access to the Benevolent Fund, providing confidential support and assistance
- Special arrangements for Healthcare including a health cash plan for employees and healthcare support for performers
- Discounts on alternative and physical therapies provided in-house
- Discounted staff ballet, Pilates and yoga classes
- Discounts at the RBO Shop
- Concessions at a wide range of local Covent Garden shops, restaurants and gyms



Recruitment Process

- Read through this job pack before you make your application.
- We're committed to anonymous shortlisting and all applications are reviewed on their own merit. For this reason, we don't accept CVs directly and applications must be made via our website. Follow the link at the bottom of the job description webpage to make your application. [Find out more.](#)
- If you have any questions or require any reasonable adjustments to the application process, please [contact the RBO Recruitment Team.](#)
- After you have submitted your application, we will contact you if you have been shortlisted for the interview stage. *We also contact all unsuccessful applicants by email with an outcome.*

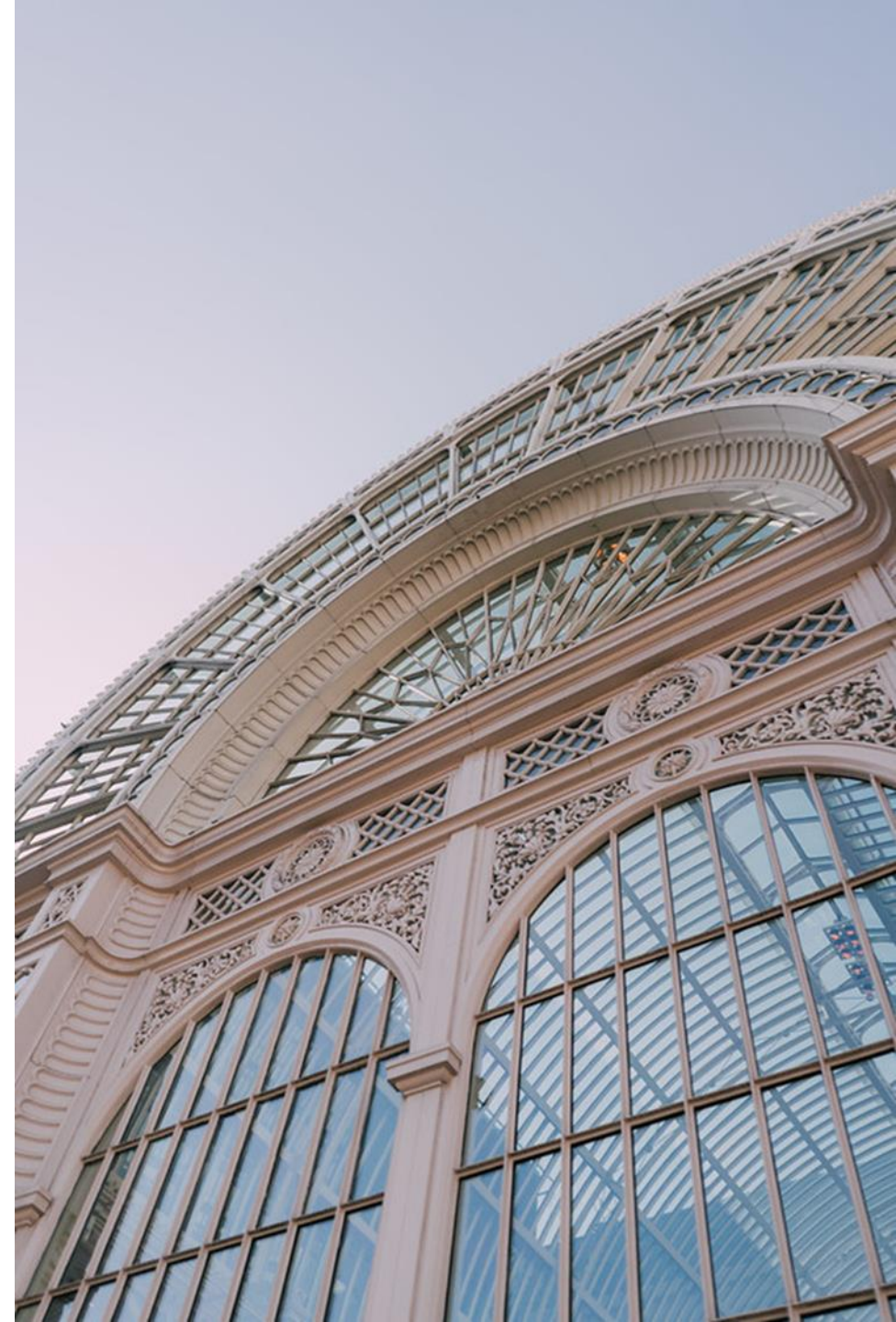


Recruitment Timeline

Role closes to applications:

8am, Friday 3rd January 2025

Interviews will be held early January 2025 and will include an on-site visit.





**We await your
application**

For people. Not profit
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