

Recruitment Pack

TECHNICIAN



March 2024

About The Roses

The Roses is a vibrant 367 seat, mixed arts centre in Gloucestershire, and the largest cultural organisation in the Borough of Tewkesbury. It welcomes around 80,000 visitors every year and provides a unique cultural offering to the local community and tourists visiting the medieval market town of Tewkesbury.

The Roses has been home to a world of possibilities since it first bloomed in 1975. Today we stand tall as a thriving destination for entertainment — a fun, eclectic and thought-provoking mix of live theatre, music and cinema for all to enjoy. Our doors are always open, and there's a comfortable seat and a friendly welcome for everyone that spends time with us.

Our reputation for providing a home away from home is what sets us apart. Everything we do is geared towards creating an easy, relaxing, and generous environment for our audiences to enjoy.

We are rooted in our community. We invite, excite and nurture through an evolving programme of events, activities and festivals. We give people access to a colourful spectrum of entertainment and culture right on their doorstep, encouraging active participation at every opportunity.

The Roses is a place to be entertained; to create and innovate; to learn, grow and flourish; and to be together.

A Centre For Community Creativity

The Roses is a recognised centre for arts participation serving audiences across Gloucestershire and South Worcestershire, with a specific focus on serving under-represented groups and areas of low engagement. Initiatives include:

- The 2022 launch of a new community and participatory department, **Get Creative**, supported by Tewkesbury Borough Council
- **Roses Young Creatives** – a weekly club for 8–21 year olds for budding theatre, film, music and game-makers. Our flagship participatory programme.
- **Feel Good Digital Festival** – a digital and in person participatory programme of free workshops, masterclasses and creative groups that runs every October. It has provided paid employment to over 30 local creative and arts freelance practitioners.
- One of 10 UK cinemas selected to take part in the **BFI Young Audience Generator**, a year long participatory initiative in 2021/22 engaging young people in programming and experiencing British & Independent cinema.
- Weekly & monthly **creative groups** including Tewkesbury writers group, Roses Choir, Youth Theatre, weekly knitting & painters group provide vital social and creative activities every month to over 200 older people.
- Engaging Younger Audiences Project - a new programme of facilitated marketing & programming workshops for 14–25 yr olds that will contribute to organisational development & rebuilding marketing infrastructure.
- A **volunteer** scheme with 103 active participants – the volunteer scheme provides a vital social lifeline to many of those involved, particularly over-70s experiencing isolation
- **Your Future** - a creative workshop project aimed at families who have experienced domestic abuse supported by the Big Lottery Fund, Tewkesbury Borough Council, Gloucestershire County Council.

Mission

The Roses is the cultural heart of Tewkesbury and the surrounding areas, and is a community resource that aims to create change in 4 areas:

1. A place to be entertained: we bring joy to people's lives
2. A place to create and innovate: we strengthen the local cultural ecology through innovative activities, partnerships & networks
3. A place to learn, grow and flourish: we support life-long creativity, nurturing and enabling creativity and wellbeing from birth to death. We are also passionate about developing a diverse, dynamic and talented workforce that delivers high quality work, including local & visiting freelancers, programming partners, and volunteers
4. A place to be together: we are an inclusive, warm and friendly venue, the proud cultural heart of our town and place, with a deep commitment to ensuring everyone is welcome

The Roses takes a person-centred approach that interrogates how all areas of the Roses programming works collectively as a 360 degree offer to support individuals and the community's cultural and creative life in a way that is relevant, responsive, engaging and nourishing.

Organisation

The Roses Theatre Trust is a company limited by guarantee and a registered charity. The business restructured in 2022 to create 2 trading subsidiaries to support income growth: Roses Productions Ltd, which processes The Roses' self-producing arm, and Roses Trading Ltd, its food and drink retail business.

Group turnover is approx. £1.6m a year. Responsibility for governance of The Roses Theatre Trust rests with the Board (currently 9 Trustees). The Theatre Director is the chief executive responsible to the Board for the artistic programme, the financial outcomes, and the management of the organisation.

The Roses employs 25–30 people on a regular basis. Our staff play an important role as a successful and committed team, within which personal development is encouraged and from whom input on all aspects of the theatre is valued.

We would not be able to maintain the high standards of customer care for which we are renowned without our volunteers, a group of over 50 people of all ages who give up their time to steward all performances, help with participatory activities, fundraise and generally make a visit to The Roses a smooth and enjoyable one.



Technician

JOB DESCRIPTION & PERSON SPECIFICATION

Job Description

The Roses Technical departments main role is to provide an excellent service for visiting, in-house, professional and amateur artists to The Roses, both onstage and backstage, ensuring that they have the resources and support to put on brilliant work.

The Technician will support the Technical Manager and Technical team in the running and upkeep of the technical and 'back stage' areas of The Roses Theatre. The role is varied but will mostly consist of providing support in Lighting, Sound and Stage Management for live events and film. The role will also be an opportunity to directly impact on the future and progression of the theatre. It also supports all technical elements of wider building, including cinema and technical maintenance.

- 25 hours minimum contract. (Contracted hours are likely to reach up to 40 hours in busy seasonal periods with a minimum of 25 hours a week annually)

Reporting to: The Technical Manager

RESPONSIBILITIES

- Provide excellent technical support across all areas of The Roses
- Work as a projectionist showing films when required
- Manage technical requirements of visiting artists and groups
- Manage visiting artists, ensuring a highly positive experience of the venue and visit.
- Work in a technical position in the annual Pantomime production (this could include lighting, sound, DSM, ASM, Flys)
- Work with the backstage element of The Roses Workforce Wellbeing Resources, ensuring resources are on and in good-working capacity and correct information is available
- Work within the Health & Safety rules for the stage, backstage and auditorium areas, including checks, reporting and recording with the technical manager.
- Ensure the stage and all areas of backstage maintain excellent levels of cleanliness.
- Provide maintenance support for the venue, general maintenance, lighting, sound, electrical and repairs.
- Due to the nature of our events you will be required to work evenings, weekends and bank holidays

ATTRIBUTES

- Great communication skills.
- A positive working attitude.
- Have knowledge and experience in lighting systems (diagrams, rigging, operation).
- Have knowledge and experience in sound systems (setup, operation)
- An ability to understand and interpret technical drawings, plans and models.
- An understanding of health and safety procedures and the ability to adhere to them.
- Experience of working within the live events and productions industry.
- Be able to work at heights in excess of 12 meters.
- Excellent computer and ICT skills

TERMS

Hours:	25 hours per week across 7 days, including evenings and weekends and bank holidays
Pay:	National Living Wage
Benefits:	Pension, free daily coffee, 20% discount on café / bar
Holidays:	28 days per annum including Bank Holidays
Contract type:	Permanent
Probation:	6 months
Notice Period (probation):	2 weeks
Notice period :	1 month

How To Apply

To apply for the role please email your CV and a covering letter in written, video or audio form to will.maeers@rosetheatre.org by 19th April 2024. If you would like additional access support to make the application, please email Will or call on 01684 295074.