

# Role Description

## Senior Lighting Technician



Cluster	Department of Creative Industries, Tourism, Hospitality and Sport
Division/Branch/Unit	Sydney Opera House
Location	Sydney CBD
Classification/Grade/Band	Grade 3 Level 1
Kind of Employment	Enterprise Agreement
ANZSCO Code	399513
PCAT Code	1119192
Role Number	VARIOUS
Date of Approval	April 2024
Agency Website	<a href="http://www.sydneyoperahouse.com">http://www.sydneyoperahouse.com</a>

### AGENCY OVERVIEW

The Sydney Opera House is an Executive Agency of the NSW Department of Creative Industries, Tourism, Hospitality and Sport. The Opera House is operated and maintained for the Government of NSW by the Sydney Opera House Trust, which is constituted as a body corporate under the Sydney Opera House Trust Act 1961.

The Sydney Opera House is a living work of art. A place of possibility and wonder - on and off the stage. We bring people together to be uplifted, empowered and entertained.

Our ambition is to be **Everyone's House**; where we aim to better understand and connect with community; to be a place where everyone feels welcome; to be future ready and to lead and inspire positive change.

To make this real, we are focused on four themes that underpin our organisational values (**Creativity, Courage, Inclusivity, Integrity, Collaboration and Care**):

- We better understand and connect with community.
- Everyone feels welcome here.
- We are future ready.
- We lead and inspire positive change.

### PURPOSE OF THE ROLE

This role works as part of a team to deliver the highest technical services in the field of lighting. The role is customer focused and supports performers to achieve excellence in their field, drawing on high level of skills and experience as a technical operator and a formidable aptitude for, and comprehensive understanding of, lighting equipment and systems. This role leads small technical teams to deliver outstanding theatre and entertainment production services to clients. This role upholds relevant technical and WHS standards and contributes to the ongoing development of WHS awareness at the Opera House. It also contributes to the management, development, care and security of the technical equipment at the Opera House and assists in the development of skills and standards within the Production & Events portfolio that meet presenter and the SOH expectations.

### KEY ACCOUNTABILITIES

- Operation and set up of lighting equipment in live performance situations including operating lighting consoles, follow spots, floor plots and basic lighting systems in all theatres and performance spaces for productions and events.
- Supervise and lead small teams in a productive and efficient manner to deliver outstanding production services, communicating effectively, and providing training and mentoring as required.
- Follow and create documentation such as lighting plans, patch sheets, cue lists and other technical documents as required and independently setup lighting equipment and systems for use across all theatres and performance spaces.
- Identify and problem solve lighting technical faults relating to productions, including the use of SOH fault reporting systems.
- Meet SOH expectations by contributing to a customer service culture within Production Services teams.

- Ensure technical requirements for productions are delivered safely; making WHS a high priority for all Production Services employees.
- Properly store, clean and maintain equipment, as well as clean and keep all storage and backstage areas tidy.

**KEY CHALLENGES**

- Working in a dynamic live theatre environment , balancing challenging variables, such as irregular and long shifts, physical work, live performance deadlines, as well as the sheer complexity of size and restrictions associated with working at SOH.

**KEY RELATIONSHIPS**

WHO	WHY
<b>Internal</b>	
Head of Lighting	To receive overall departmental and strategic direction.
Deputy Head of Lighting	To receive technical direction
Lighting Supervisors/Operational Supervisors	To receive technical and operational guidance.
Production Managers and Senior Managers	To work collaboratively to achieve the comprehensive delivery of event production
Production & Events Technical Staff	To work within and maintain an effective team environment and culture. Provide supervision and leadership to small teams as required, communicating technical and interpersonal standards and operational needs, and providing training and mentoring.
<b>External</b>	
Clients	To collaborate on all aspects of production requirements.

**ROLE DIMENSIONS**

**Decision Making**

The position has responsibility to follow documentation and direction from a Supervisor or Production Manager to achieve a technically smooth and competent production. The role may plan a task and lead a small team to achieve this. The position has the responsibility to operate equipment to the highest standard to the satisfaction of Head of Department, Supervisors and to the Client’s needs and expectations.

**Reporting Line**

Head of Lighting and Deputy Head of Lighting

**Direct Reports**

Nil

**ESSENTIAL REQUIREMENTS**

- Comprehensive skills and experience (minimum 3 years) in professional lighting services.
- Ability to perform lighting operational roles including lighting console operation, follow spot operation and floor electrics plot and operation to the highest standard in a live performance environment.
- Good working knowledge of lighting equipment and venue infrastructure including:
  - Lighting network setup and distribution
  - Moving light fixtures - setting, addressing and trouble-shooting
  - Intelligent lighting fixtures including LED technology and strobes etc.
  - Conventional lighting and lamp maintenance
  - System fault finding
- Ability to operate market leading lighting consoles and associated programs.
- Ability to lead small teams to execute an effective and efficient outcome.
- Ability to interpret and create relevant event documents and implement technical lighting production requirements.
- Physical fitness, agility and ability to work at heights.
- Ability and commitment to work on a rotating shift basis.
- Demonstrated ability to work cooperatively within teams and across multiple disciplines to ensure completion of work.





- Good communication skills and well-developed interpersonal skills.
- Commitment to abide by Opera House policies, particularly WHS procedures , including manual handling techniques.
- Demonstrated knowledge and application of computer related technology.

## CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework)

### Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	<b>Display Resilience and Courage</b>	<b>Adept</b>
	<b>Act with Integrity</b>	<b>Intermediate</b>
	Manage Self	Intermediate
	Value Diversity	Foundational
 Relationships	<b>Communicate Effectively</b>	<b>Intermediate</b>
	<b>Commit to Customer Service</b>	<b>Intermediate</b>
	Work Collaboratively	Intermediate
	Influence and Negotiate	Foundational
 Results	<b>Deliver Results</b>	<b>Intermediate</b>
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	<b>Demonstrate Accountability</b>	<b>Foundational</b>
 Business Enablers	Finance	Foundational
	<b>Technology</b>	<b>Adept</b>
	Procurement and Contract Management	Foundational
	<b>Project Management</b>	<b>Intermediate</b>

### Focus Capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Display Resilience and Courage	Intermediate	<ul style="list-style-type: none"> <li>• Be flexible and adaptable and respond quickly when situations change</li> <li>• Offer own opinion and raise challenging issues</li> <li>• Listen when ideas are challenged and respond in a reasonable way</li> <li>• Work through challenges</li> <li>• Stay calm and focused in the face of challenging situations</li> </ul>
<b>Personal Attributes</b> Act with Integrity	Intermediate	<ul style="list-style-type: none"> <li>• Represent the organisation in an honest, ethical and professional way</li> <li>• Support a culture of integrity and professionalism</li> <li>• Understand and follow legislation, rules, policies, guidelines and codes of conduct</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> <li>• Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct</li> <li>• Recognise and report misconduct, illegal or inappropriate behaviour</li> <li>• Report and manage apparent conflicts of interest</li> </ul>
<b>Relationships</b> Communicate Effectively	Intermediate	<ul style="list-style-type: none"> <li>• Focus on key points and speak in 'Plain English'</li> <li>• Clearly explain and present ideas and arguments</li> <li>• Listen to others when they are speaking and ask appropriate, respectful questions</li> <li>• Monitor own and others' non-verbal cues and adapt where necessary</li> <li>• Prepare written material that is well structured and easy to follow by the intended audience</li> <li>• Communicate routine technical information clearly</li> </ul>
<b>Relationships</b> Commit to Customer Service	Intermediate	<ul style="list-style-type: none"> <li>• Support a culture of quality customer service in the organisation</li> <li>• Demonstrate a thorough knowledge of the services provided and relay to customers</li> <li>• Identify and respond quickly to customer needs</li> <li>• Consider customer service requirements and develop solutions to meet needs</li> <li>• Resolve complex customer issues and needs</li> <li>• Co-operate across work areas to improve outcomes for customers</li> </ul>
<b>Results</b> Deliver Results	Intermediate	<ul style="list-style-type: none"> <li>• Complete work tasks to agreed budgets, timeframes and standards</li> <li>• Take the initiative to progress and deliver own and team/unit work</li> <li>• Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals</li> <li>• Seek and apply specialist advice when required</li> </ul>
<b>Results</b> Demonstrate Accountability	Foundational	<ul style="list-style-type: none"> <li>• Take responsibility for own actions</li> <li>• Be aware of delegations and act within authority levels</li> <li>• Be aware of team goals and their impact on work tasks</li> <li>• Follow safe work practices and take reasonable care of own and others health and safety</li> <li>• Escalate issues when these are identified</li> </ul>
<b>Business Enablers</b> Technology	Adept	<ul style="list-style-type: none"> <li>• Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks</li> <li>• Identify opportunities to use a broad range of communications technologies to deliver effective messages</li> <li>• Understand, act on and monitor compliance with information and communications security and use policies</li> <li>• Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business</li> <li>• Support compliance with the records, information and knowledge management requirements of the organisation</li> </ul>
<b>Business Enablers</b> Project Management	Intermediate	<ul style="list-style-type: none"> <li>• Perform basic research and analysis which others will use to inform project directions</li> <li>• Understand project goals, steps to be undertaken and expected outcomes</li> <li>• Prepare accurate documentation to support cost or resource estimates</li> <li>• Participate and contribute to reviews of progress, outcomes and future</li> </ul>

**NSW Public Sector Capability Framework**

Group and Capability	Level	Behavioural Indicators
		improvements <ul style="list-style-type: none"><li>• Identify and escalate any possible variance from project plans</li></ul>