

Role Title:	Technical Manager (Audio)
Reporting to:	Head of Technical & Production
Direct Reports:	Venue Technicians, Freelance Crew
Key Relationships:	Producing team, Operations team, Visiting Company and Creative teams
Location:	Dublin 1
Contract:	Fixed Term 2 years

Would you like to join the Gate team as a Technical Manager (Audio)? You would be at the heart of every production – supporting artists, leading teams and playing a key role in bringing exceptional theatre to life.

Purpose of Role

The Technical Manager (Audio) is responsible for the technical delivery of all productions and the effective operation of the theatre's technical systems, with a particular focus on sound. The role combines strategic oversight, team leadership and hands-on delivery, incorporating the responsibilities of a Production Sound Engineer while remaining flexible to meet the needs of each production.

Key Responsibilities

- Hold responsibility for technical delivery across productions and the building. Directly manage Venue Technicians, including workload planning, supervision, performance management and development.
- Plan and resource staffing requirements across productions, maintenance and day-to-day operations, including the engagement of freelance and casual staff.
- Work closely with the Production Manager to assess the feasibility of designs and determine technical and staffing requirements.
- Remain actively involved in problem-solving during fit-ups, technical rehearsals and throughout production runs.
- Act as the organisation's senior technical representative in production meetings and with visiting companies.

Audio

- Act as the organisation's lead for sound across all productions, representing the department in design and production meetings.
- Lead the planning and implementation of sound designs, ensuring effective integration with the venue and other technical systems.
- Oversee the specification, setup and operation of all sound systems.

- Fulfil the role of Production Sound Engineer (A1) where required, including mixing performances and maintaining the artistic and technical integrity of the sound design.
- Operate sound for productions where required.
- Programme QLAB where required.
- Support productions in an A2 or technical support capacity where appropriate, including radio mic management, backstage support and troubleshooting.
- Oversee and manage radio microphone systems, including coordination, allocation, maintenance and integration within productions.
- Lead the installation, testing and optimisation of sound systems during fit-ups and technical rehearsals.
- Manage and delegate work across sound teams, including Venue Technicians, A2s and freelance crew.
- Ensure all sound systems are safe, stable, fully operational and appropriately documented for the duration of each production.
- Maintain and develop audio systems, including both planned and reactive maintenance.
- Support the development of sound skills within the technical team to enable shared operation and maintenance.

Health & Safety

- Lead on health and safety across all technical departments, ensuring compliance with legislation and best practice.
- Implement and maintain safe systems of work, including risk assessments, method statements and operational procedures.
- Ensure all technical equipment is safely operated, regularly inspected and appropriately documented, including PAT testing and record keeping.
- Promote a strong culture of safety, ensuring standards are consistently applied across all activities.

Facilities & Equipment

- Plan and deliver a coordinated maintenance programme for all audio and wider technical equipment and theatre spaces.
- Manage a proactive maintenance schedule to ensure reliability and longevity of systems.
- Identify and plan investment in audio and communications equipment to support production quality, operational efficiency and sustainability goals.



General

- Maintain high standards of technical support, communication and professional conduct with all stakeholders.
- Contribute to a positive, inclusive and collaborative working environment.
- Adhere to organisational policies and procedures.
- Participate in performance management and professional development processes.
- Undertake any other reasonable duties as required by the Head of Technical and Production.
- Actively contribute to the wider life and values of the organisation.

Essential Skills/Experience

- Proven experience of working as a lead or Senior Venue Technician in a theatre or live entertainment environment.
- 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.

Desirable

- An interest in the arts and a willingness to offer creative input in the development of technical operations at the Gate Theatre.

Salary & Benefits

- Salary €40,000 per annum
- 24 days annual leave
- Access to Pension Scheme
- Wellbeing initiatives – including EAP
- Death-in-Service
- Income Protection
- Cycle to Work scheme

Working hours for the role are up to 42 hours per week, spread between two working timeframes (office hours of 10am – 6pm & theatre hours of 5pm – 12am).



The role will involve working irregular and flexible hours on a regular basis. To compensate for this the contract allows for overtime during the tech periods.

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.



Application and Selection Process

To apply for this vacancy opportunity, please submit your Curriculum Vitae in PDF format with a single page supporting letter (also in PDF format) 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** the job title in the subject title. Closing date for receipt of applications is **midnight on 5th October**. 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.