

ROYAL & McPHERSON

JOB POSTING

POSITION TITLE: Assistant Technical Director

STATUS: Full-time permanent

HOURS: 40 hours per week, with overtime on show days as required

PAY: \$39.24 per hour (2026 rates)

START DATE: August 2026

CLOSING DATE: June 30, 2026

The Royal and McPherson Theatres Society is seeking a skilled and experienced theatre technician to assume duties related to the lighting, audio, and video departments in the full-time permanent role of Assistant Technical Director. This role oversees the safe operation and maintenance of audio, lighting, and video equipment in both the Royal Theatre and the McPherson Playhouse and will also coordinate and supervise technicians working with our in-house equipment.

This role is seeking a candidate to be proficient in multiple theatrical production areas. The RMTS recognizes that experience across theatre disciplines varies and that candidates will understandably be more proficient in one particular discipline over another.

The RMTS operates two heritage theatres in downtown Victoria. The Royal Theatre is the premiere theatre in Victoria, seating 1416 patrons, and is one of the few remaining theatres in North America still operating as a hemp house. The McPherson Playhouse is a 772 seat heritage theatre which operates a combination counterweight fly system and hemp house.

DUTIES AND RESPONSIBILITIES

- Oversee the safe and appropriate operation of audio, lighting and video system elements
- Provide technical advice to clients and theatre management to ensure efficient operation and optimal events
- Work with clients and theatre management to plan and oversee the safe and efficient installation, operation, and removal of audio, lighting and video systems and equipment
- Coordinate with other departments regarding show production needs, schedules, maintenance, and other production processes
- Supervise technicians working with our in-house systems
- Act as Crew Chief, supervising crews and keeping accurate timesheets in all departments, communicating effectively with the Technical Director, clients, and stagehands

- Liaise with contractors and monitor their work as required
- Assess hazards and act as Fire Warden in emergencies
- Create and maintain show paperwork
- Participate in comprehensive short and long-term planning within the Technical Department
- Responsible for audio, video, and lighting system equipment maintenance and repairs
- Maintain inventory and records of maintenance and repairs
- Exercise a high degree of independence and demonstrate sound judgment in all related technical work
- Follow all policies, procedures, and standards of the RMTS
- Other related duties as assigned by the Employer

EXPERIENCE / QUALIFICATIONS

- A minimum of 5 years' previous experience as a live audio engineer, or 5 years as a lighting operator, or a minimum of 3 years' experience as a live audio engineer or lighting technician, with a two-year college level diploma in technical theatre or audio engineering, or equivalent.
- A minimum of 3 years supervisory experience, ideally under IATSE contracts
- A robust knowledge of theatre production, live audio amplification, lighting practices, video equipment, and skilled in the use of a variety of analog and digital tools involved in modern audio systems and lighting systems
- Thorough knowledge of theatre production and performance
- Ability to perform skilled maintenance and repair work on audio and lighting equipment. Experience with DiGiCo audio consoles, QLab, and ETC lighting consoles is an asset.
- Working at Heights Certification with training in fall protection and rescue procedures. Ability to work safely at heights including in lifts or on the grid and fly galleries
- Ability to stand for long periods and ability to lift up to 50lbs
- Ability to work in low-light and amplified environments
- An equivalent combination of experience, education and/or training as determined by the employer may be considered

Experience and qualifications of all candidates will be determined by the Employer.

KEY SKILLS & ABILITIES

- Collaborative, strategic, and critical thinker with the ability to work independently and effectively as part of a team
- Excellent technical, communication, and customer service skills
- Creative problem-solving skills
- Personable and professional, possessing a positive attitude
- Ability to be flexible and adaptable within changing environments and overlapping priorities

- Strong organizational and project management skills
- The ability to interpret stage plans, lighting plots, and audio schematics
- Highly proficient with computers and CAD software
- Ability to lead effectively and supervise the work of crews under high pressure and demanding conditions
- Available to accommodate a highly flexible work schedule according to the production schedule that includes nights, weekends, and overtime

BENEFITS

This position is represented by IATSE Local 168.

This position includes a comprehensive medical, dental, and benefits package and mandatory participation in the Municipal Pension Plan of BC.

APPLICATIONS

Interested candidates may submit a cover letter and resume in confidence, by email to recruitment@rmts.bc.ca no later than 4:30 p.m. on June 30, 2026. Please be prepared to provide proof of qualifications as outlined in your resume. Applicants may be asked to provide a demonstration of their skills and abilities in addition to an interview; details will be provided to applicants in advance to allow time for preparation. It is the applicant's responsibility to clearly demonstrate in the application how their education and experience meet the qualifications as noted in the job description.

We thank all applicants for their interest, but only shortlisted candidates will be contacted.

The Royal and McPherson Theatres Society respectfully acknowledges that the McPherson Playhouse and the Royal Theatre are located on the traditional territories of the ləkʷəŋən peoples, now known as the Songhees and Esquimalt Nations.

The RMTS is committed to equal employment opportunities for all employees, applicants for employment, and to providing employees with a safe and respectful work environment free of discrimination and harassment. We are committed to Inclusion, Diversity, Equity, and Accessibility (IDEA). This includes creating a cohesive work environment built around collaboration and teamwork, valuing our role as an integral hub for performing arts in the region, and upholding our mission to connect artists and audiences as professional stewards of two valued heritage theatres.