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Sadler's Wells Head of Stage & Flys (SWE)



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About us

Sadler's Wells is a world-leading creative organisation, dedicated to presenting, producing and touring dance made today in all its forms. Sadler's Wells commissions, presents and produces more dance than any other theatre in the world – from tango to hip hop, ballet to flamenco, Bollywood to cutting-edge contemporary dance. With an innovative, year-round programme of performances and learning activities, this is the place where artists come together to create dance, and where we welcome everyone to experience dance and be inspired.

Our aim is to reflect and respond to the world through dance: enabling artists of all backgrounds to create dance that moves us and opens our minds; sharing those experiences with the widest possible audiences to enrich their lives and deepen their understanding of what it means to be human.

More than half a million people come to our theatres in London each year, with many more enjoying our touring productions at partner venues across the UK and in cities around the world. Sadler's Wells Theatre has been located in Islington since the 17th century. Today Sadler's Wells consists of the Sadler's Wells Theatre (1,500 seats); the Lilian Baylis Studio (180 seats); three rehearsal studios; bars, a café, facilities for private and corporate entertaining and offices for Sadler's Wells' colleagues.

Our second theatre building and West End home, the Peacock (1,000 seats), is subject to a unique agreement whereby Sadler's Wells and the London School of Economics jointly manage it, with the LSE presenting its lectures to students during the day and Sadler's Wells presenting theatre at night.

Our fourth venue Sadler's Wells East opened this year in east London's Queen Elizabeth Olympic Park. Sadler's Wells' new space is located on the Stratford Waterfront site, opposite the London Aquatics Centre, alongside UAL's London College of Fashion and the V&A Museum. The site forms part of a new cultural and education district, which also includes a major new University College London (UCL) campus with direct links to the creative communities already based in east London.

Sadler's Wells' new space houses a 550-seat mid-scale theatre, as well as facilities for the Rose Choreographic School and Academy Breakin' Convention.

Our Values

COLLABORATION



- We are encouraging and supportive
- We work as one collective team
- We listen and empower every voice
- We seek and value diversity of thought and experience
- We pool our knowledge, resources and creativity
- We create opportunities to work strategically and in partnership

EXCELLENCE



- We are ambitious and driven
- We make and share meaningful, exciting and impactful dance
- We do the best we can each day
- We continuously learn and develop our skills
- We operate sustainably by managing our resources effectively
- We hold each other accountable

INCLUSION



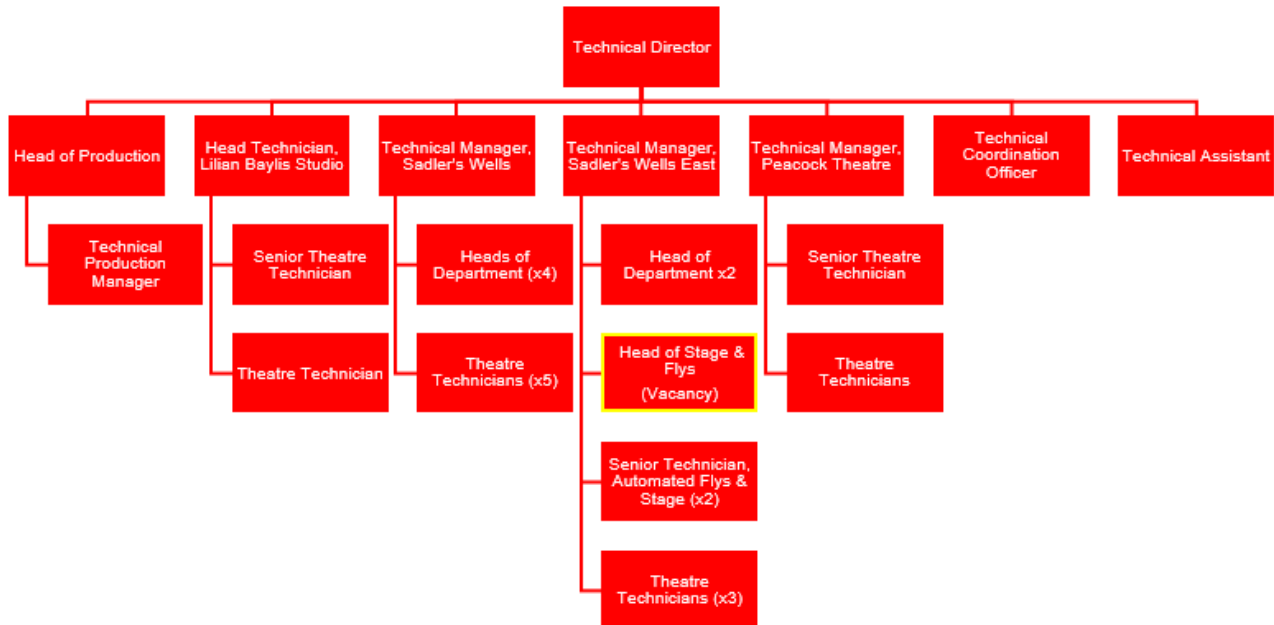
- We are brave and kind
- We create a safe place so colleagues can bring their full selves to work
- We celebrate and respect our differences
- We remove barriers to access or equality
- We actively address all forms of discrimination
- We engage and reflect the diverse communities we are part of

INNOVATION



- We are curious and bold
- We find a better way in the every day
- We challenge and question why, and why not
- We take creative and calculated risks
- We cultivate ideas, try new things and embrace change
- We learn and grow from our mistakes and successes

The Department



The Role

The principal responsibility of the Head of Stage & Flys, is the preparation and running of productions, ensuring that technical requirements and teams are operating in a safe and professional manner across the theatre space, studios, and its additional spaces. Sadler's Wells East has new state of the art equipment with a brand new automated flying system. It will be the responsibility of this role to operate and maintain the venues Stage and Flying equipment to the highest standards with safe operating procedures as a priority. The role is responsible for supervising Stage & Flys teams and may be required to deputise for the Technical Manager.

What are my responsibilities

Technical

- Advancing of technical information, including ground plans, hanging plots and the scheduling of the Stage & Flys teams for all shows, events, and productions.
- Thorough and existing understanding of automated Theatre Flying Systems, Stage Automation, Rigging and Stage Systems.
- Leading the running of fit-ups, get-outs, and shows across Stage and in the Flys department. Supervising the show crew in their duties.
- Leading a positive and proactive approach to the shows and to visiting company requirements and requests.
- Training & Development; encouraging a culture of excellence across the Stage & Flys Department.
- Assist the Technical Manager with pre-production and maintenance tasks as required across the venue and studios.
- Always maintain a high standard of production values and professional etiquette.
- Prepare, programme, and undertake show flying cues, conveying clear and concise notes and handovers to team members.
- Promote, maintain, and improve a positive approach to Health & Safety and safe working methods.
- Lead the operation, maintenance and asset management of the flys and stage systems, proactively suggesting improvements and more efficient ways of working.
- The position will also be required to work collaboratively with the technical teams at SWT, Peacock Theatre, Lilian Baylis Studio, as well as on tour if necessary.

General

- Live, breathe and role model our organisational values of Excellence, Collaboration, Inclusion, and Innovation, being aware of the influence and impact you can have in Sadler's Wells
- Attend staff meetings, training sessions and other events which may take place outside normal working hours, as required
- Undertake other duties as may be reasonably required.
- At all times to perform duties and responsibilities regarding Sadler's Wells' Equality, Diversity and Inclusion and Health and Safety Policies. Including evacuation procedures or building searches in the event of an emergency at any of Sadler's Wells' premises

THIS JOB DESCRIPTION IS A GUIDE TO THE NATURE OF THE WORK REQUIRED OF THIS POSITION. IT IS NEITHER WHOLLY COMPREHENSIVE NOR RESTRICTIVE AND DOES NOT FORM PART OF THE CONTRACT OF EMPLOYMENT.

Who should apply?

The applicant should be a flexible, practical person with proven technical leadership skills and experience in professional technical theatre work. The applicant should be calm under pressure, a good problem solver and be able to work well as part of a team. The applicant should be self-motivated and be confident in a technical theatre environment and hold a wide range of stage & flys skills. Experience of automated flying or stage automation is essential.

The applicant must have an aptitude and experience in leading fast paced teams, motivating staff & encouraging excellence.

Applicants need to have a flexible approach to working patterns and ideally will have experience of working with either repertory or touring companies. All technical staff are expected to have the general skills appropriate to the demands of a large theatre with a varied programme.

We will assess your application based on below criteria. When applying please provide examples of these behaviours in your previous roles, both on the application form and in your supporting statement. Be specific and provide evidence, preferably with examples, of your skills, knowledge, and experience.

As this is a role within our new Sadler's Wells East venue, we welcome you to have an informal chat with the Technical Manager / Technical Director at Sadler's Wells East to learn more about the role; please contact recruitment@sadlerswells.com to arrange this.

Please find below the skills and experience requirements to undertake this post.

Skills and Experience

Essential

- Experience of working with large-scale opera, dance or ballet
- Experience of collaborating successfully with touring companies and venues through regular work
- Proficient in computer skills in order to train effectively and integrate with organisational systems.
- Demonstrable knowledge of health and safety issues and safe working practices.
- Knowledge, skills, and experience to 'advanced' level in automated stage systems
- Knowledge, skills, and experience to 'basic' level in manual flying (or higher)
- Knowledge, skills, and experience to 'high' level in entertainment rigging
- Thorough knowledge of automation systems, control platforms including programming of these
- Ability to interpret artistic requirements confidently and sensitively.
- Experience of supervising and motivating staff and of team leadership.
- Ability to communicate effectively and politely with co-workers.
- Knowledge, skills and experience to 'good' level in stage carpentry and set building.
- Must currently hold the right to work in the United Kingdom

Desirable

- Experience in set construction techniques.
- Knowledge, skills, and experience to 'advanced' level in stage/carpentry
- Proficient in AutoCAD or similar design software
- Experience of working with Management in a cooperative manner
- Budget management & strategic awareness.
- Vocational qualifications such as IPAF, NRAG, First Aid, etc

If you don't have everything listed here, but believe you have demonstrable experience to take into consideration, please apply. We are aware every applicant will have strengths and development areas to accommodate, and we are open to discussions around how we can support the postholder.

Why work for us?

Contract:	Permanent
Salary:	£44,387.20 per annum plus benefits (£21.34 per hour)
Hours of work:	Full-time, 40 hours per week (inclusive of one-hour paid meal break)
Start date:	October 2025

You will be a key part of our mission to make and share dance that inspires us all and delivering our vision to create, through dance, a depth of connection beyond borders, cultures and languages.

- Sadler's Wells East is a receiving theatre with different patterns of working to other London theatres. Terms and conditions of employment are subject to a House Agreement with BECTU.
- You will get 25 days annual leave per annum, with an additional three days after five years' service.
- You will be enrolled into the Sadler's Wells Trust Ltd. pension scheme.
- You will have access to our Employee Assistance Programme (EAP) to support your wellbeing.
- You will engage in learning and project opportunities to develop personally and professionally and support your career journey.
- You can access an interest-free Season Ticket Loan and a Cycle to Work salary sacrifice scheme.
- You will be eligible for a death in service insurance policy covering twice your annual salary.
- You will be encouraged to attend performances at both theatres with a discretionary allocation of tickets to employees (subject to availability), and a staff discount at the venue's Cafes
- We welcome everyone through our doors and encourage and enable people to be the best versions of themselves and to feel confident and capable in their roles.

Making an application

A Job Description and Person Specification are included in this document. If after reading you are still interested in applying, please find further details and information on how to apply online [here](#).

If you would like support or have any queries regarding the format or submission of the application, please contact us [on recruitment@sadlerswells.com](mailto:recruitment@sadlerswells.com). You can also review our FAQs [here](#).

We welcome applications from people from all backgrounds who feel they align with our mission, vision and values. We are international and multicultural on our stages, and we want to reflect that in our organisation. By celebrating difference and incorporating diverse points of view and experiences, we can become closer to our artists, audiences and the communities we serve.

We are proud to be a Disability Confident employer meaning we have been certified by the government as actively taking steps to attract, recruit and retain disabled workers. We understand that some disabled colleagues will need adjustments to help them perform to the best of their ability – these can be changes to the built environment and furniture, the tools and technology they use in doing their job, aspects of the role, ongoing support or working arrangements.

Sadler's Wells is a PiPA (Parents and Carers in Performing Arts) Charter Partner, striving towards creating a more family friendly working environment.

We welcome all applications by 11:59pm BST on Wednesday, 17 September 2025. Interviews will take place on Tuesday, 23 September 2025.