



Harman Technical Residency Information Pack

Welcome to Theatre Royal Plymouth

TRP is the principal home for the performing arts in the South West. We welcome over 350,000 visitors each year to experience exceptional productions in a high-quality environment.

We have three performance spaces: The Lyric (1200 seats), The Drum (160 seats) and The Lab (80 seats). Those spaces are used for everything from major international tours to new and emerging artists, dance, drama and music, scratch nights and community work. We collaborate with artists and producers locally, regionally and internationally, championing artistic innovation and supporting fellow theatre makers.

...and all this is supported by our wonderful technical team which YOU could be a part of.

We also have a Production & Learning Centre, TR2, which is about 20 minutes away. Part of TR2 is a world class workshop building scenic elements for the industry. Our technical team often collaborate with these teams in the sharing and developing of skills, helping both teams to be flexible and multi-skilled.



Our Values

We are committed to our core values.

Everyone is expected to deliver their job and work with colleagues bearing these values in mind.

Collaboration

Valuing each other in the way we work, communicate and spend time together.

We work openly and honestly together. We communicate regularly with each other, listening and making sure we understand people's needs. We value and respect the relationships we have with colleagues, artists and partners and celebrate our shared successes.

Creativity

Being imaginative in everything we do.

We use our knowledge, experience and judgement to explore doing things differently. We aim to empower everybody in the organisation to adopt a flexible, open-minded and imaginative approach.

Quality

Taking pride in achieving excellence

We take responsibility for and pride in what we do, recognising each other's good work. We set consistently high expectations in all we do and ensure that everyone has the skills to achieve excellence.

Diversity

Embracing the diversity among our people and community.

We embrace and value difference and individuality treating everyone as equally important. Together we are stronger and more effective.

What is the Harman Technical Residency?

We know how difficult it is to build up a good CV in the theatre industry... if you have limited practical experience it can be hard to get your foot in the door, but how can you ever gain that practical experience? TRP are keen to offer an opportunity to gain real life theatre experience that will cement a passion for theatre and establish a high-quality approach to work that will support a lifelong career around the world.

To provide valuable career pathways, networking and training within the UK theatre sector, we wish to offer an 18-month Harman Technical Residency. You will work within our established, well respected and experienced TRP technical team. The residency will not only provide valuable training focussed on existing skills but will also offer mentoring to help you to enter the technical theatre profession.

- We are looking for applicants across the South West and wider UK
- This is a full-time residency for which you will be paid the Real Living Wage
- We can offer support for relocation and accommodation
- You will work on a variety of productions in the region's largest receiving and producing theatre. The productions will vary in scale and genre from solo shows, community work and developmental work to large scale productions such as Matthew Bourne's work, Welsh National Opera and Birmingham Royal Ballet

- You will have opportunities to build industry connections through visiting companies as well as attendance at industry events such as the ABTT conference
- We will support you with regular monitoring from a TRP mentor (member of permanent staff)
- There will be regular evaluation, at senior leadership level, and flexible learning to ensure a bespoke and mutually beneficial experience at TRP. This has to work for you.
- We want you to develop vital technical skills to enhance your employability and give you professional development appropriate for an early-career technical theatre worker

The exact tasks undertaken will be bespoke to the skills, knowledge and experience you bring – you will have basic industry skills/formal training, but not necessarily the experience required to flourish in the industry. Whilst TRP has collaborated with partners for many years on work experience placements, the very specific technical nature of working backstage requires these residencies to mutually benefit the individual and TRP.

As part of our staff team, the individuals supported by this project, will be linked to a wider (UK-wide) technical theatre network. It is hoped that this project will develop a way of working that can be a template across our network of industry peers and collaborators.

Why Harman residency?



Andy Harman was a valued member of TRP's backstage team for over 16 years. As Lighting Technician, he was responsible for all activity related to the 'Get In/Outs' of productions, supporting new members of staff to settle in, having a creative input in production meetings, and ensuring health and safety compliance backstage. Sadly, in September 2021, Andy lost his life and everyone who worked at TRP – and his wider theatre sector colleagues – were devastated. Andy played a key role in developing and supporting younger and/or less experienced members of the TRP technical team and was a shining example of hard work and the skills, knowledge and experience required to shine within a technical team.

"Andy was extremely hard working and had a real passion for theatre - caring deeply about his colleagues. He was generous with sharing his skills and knowledge, which he has built up through touring the UK with TRP productions and supporting shows at the Edinburgh Fringe Festival. His broad set of technical skills, extensive experience and desire to help others, are why the Harman Technical Residencies are vital in supporting the arts - not just in Plymouth, but on a national scale."

– Matt Hoyle, Head of Technical, Theatre Royal Plymouth 2022

How to apply

If you would like to talk to someone about this opportunity, have any queries or would further information then please email recruitment@theatroyal.com.

If you would like to apply, please upload an expression of interest letter or a video message telling us a bit about yourself, what skills you already have and why you think you would benefit from the residency. Please use this link on our website www.theatroyal.com/hiring

This residency is made possible with the kind support of The Backstage Trust.



Britain's Ocean City

Plymouth is one of the UK's most vibrant and exciting cities, with much to see and do. With direct access to the ocean and the vast and beautiful expanses of Dartmoor, those who delight in all the outdoors has to offer will never tire of the endless possibilities available to them here.

Being a university city there is much on offer to young people both in and around the city limits, as well as exciting national and international events taking place across the year.

The city has a huge array of shopping facilities, eateries, clubs and bars which cater for every taste. For more information on what Plymouth has to offer visit: www.visitplymouth.co.uk/things-to-do

Plymouth ranks fourth for its quality of life, according to the The Arcadis Investing in Britain: Cities Built for the Future Study (2018) and The Independent rated Plymouth in the Top 20 cities to live in 2015 based on the Good Growth for Cities Index by PwC/Domos. A wide choice of accommodation is available in Plymouth and the surrounding area. With water surrounding approximately two-thirds of the city, and moorland and countryside the remaining third, many residential areas have spectacular waterfront or countryside views.

Over 40% of the city is designated as green space and is surrounded by 3 Areas of Outstanding Natural Beauty. Plymouth has 10 Local Nature Reserves, over 40 wildflower meadows, 9 Special Sites of Scientific Interest and 28 Country Wildlife Sites with Plymouth Sound & Harbour being the country's first National Marine Park.

Equality, Diversity & Inclusion

At Theatre Royal Plymouth we recognise that our success depends upon people.

Our long-held commitment to diversity and equality sits at the heart of our organisational values and mission. If we are to be truly “special for everyone” then it is incumbent on us to not only have the best and most representative work on our stages and across all our programmes, but also to recognise that how we recruit, who our partners are, what we prioritise, and how we exercise our influence, can have real impact and effect change.

Whilst there is much to celebrate, we believe we have more to do to ensure that we are the most diverse and inclusive organisation we can be. To this end the Board of Trustees has established a sub-committee to add pace and direction to the creation of an Action Plan that will ensure we make robust and sustainable change across all areas of TRP business.

We are committed to creating a culture in which all those who engage with us are treated with fairness, dignity and respect.



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