

TITLE: Lead Sound Technician/A2

STATUS: Full Time Seasonal/ Non-Exempt/Represented by IATSE Local 15

PAY RANGE: \$31.30 per hour

SUPERVISOR: Production

LOCATION: Onsite, Issaquah & Everett, WA

APPLICATION DEADLINE: June 12th, 2026

ABOUT VILLAGE THEATRE

Based in Issaquah, WA, with operations in Everett, WA, Village Theatre is a leading producer of musical theatre in the Pacific Northwest. Producing entertaining, quality productions since 1979, Village Theatre has grown into one of the region's best-attended theatres, with pre-Covid numbers reflecting just over 18,000 Mainstage season subscribers and 220,000 projected total attendance each season. Through its Village Originals program, Village Theatre is nationally recognized for its contribution to the development of new musicals, having supported the creation of over 175 new works to date. Village Theatre also takes pride in nurturing tomorrow's audiences through its Youth Education programs, serving over 56,000 young people and their families annually.

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

Theatre lies at the intersection of storytelling and community. The stories we tell represent and influence our shared human experience. We believe that to tell these stories authentically, it is essential to employ equitable practices that are inclusive of and led by a diverse and culturally rich community. Village Theatre has a responsibility to mindfully support and design the impact these stories have on the audiences we serve, the artists we engage, the students we nurture, and the staff we entrust. Centering Diversity, Equity, Inclusion, and Accessibility in our work allows us to create a storytelling space that welcomes, celebrates, and honors all people.

Studies have shown that women and people of color are less likely to apply to jobs unless they meet every single qualification. At Village Theatre we are dedicated to building a diverse and inclusive workplace, so if you are excited about a role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway. You may be just the candidate we are looking for!

More information about our journey to be an anti-racist organization and our DEIA Committee can be found here: <https://villagetheatre.org/deia/>

ABOUT THE POSITION

The Lead Sound Technician/A2 will collaborate with the production and artistic departments to provide audio support for Village Theatre Mainstage shows and other events at Village Theatre venues in both Issaquah and Everett, WA as assigned. In addition to Mainstage Productions this role will support KIDSTAGE programming, The Festival of New Musicals, and rental events as needed. Responsibilities include supporting and deploying wireless microphones for performers, RF coordination and

monitoring, ensuring proper mic placement, and troubleshooting audio on the deck during each performance. Additionally, they will work with the Head Audio Engineer to install audio equipment for each production, including orchestra pit channels, CCTV, onstage monitors, wired and wireless coms, cue lights, and front of house systems, and organize audio elements for technical rehearsals.

The Lead Sound Technician/A2 must be available to work at all Village Theatre venues in Issaquah and Everett. Village Mainstage productions typically originate in Issaquah, run for 3 to 4 weeks, and then transfer to the Everett Performing Arts Center. The Lead Sound Technician/A2 can expect to work in both locations with an emphasis on originating shows in Issaquah. They may also be subbed in to mix events or performances for the Head Audio Engineers in either location as needed, with IATSE CBA rules applying.

PRINCIPAL RESPONSIBILITIES

- Prepare, install, and maintain all audio systems for Mainstage productions at the Francis J. Gaudette Theatre and Everett Performing Arts Center and other events (KIDSTAGE programming, the Festival of New Musicals, rentals, etc.) on Village Theatre campuses as assigned, including wireless mic systems, on-stage and orchestra pit monitors, and other related systems.
- Act as the primary deck audio technician, overseeing all audio systems on the deck during the performances of assigned productions.
- Coordinate and deploy the wireless mic systems, including RF coordination, preparing mics for performers, ensuring consistent mic placement, and the safe operation of equipment.
- Build and maintain body and head-worn microphone rigs for individual actors as required.
- Maintain and troubleshoot various audio systems and equipment, including wireless mics, amplifiers, speakers, consoles, Avioms, and intercom systems.
- Collaborate with the Head Audio Engineer to develop and create show-appropriate paperwork specific to each individual production's needs.
- Coordinate and collaborate with Stage Management for all deck-related audio work as it relates to performers and show schedules.
- Coordinate with other departments to create and deploy show-specific items, including onstage monitors and other specialty items, as needed.
- Coordinate with the costume, wig, and wardrobe departments regarding the proper usage and implementation of wireless microphones, including methods for incorporating mics into wigs and costumes.
- Work with actors to dress wireless microphones, ensuring proper placement and care guidelines are followed.
- Contribute to creating a culture of care by utilizing consent-based practices in all interactions.
- Train other technicians on the Lead Sound Technician/A2 show tracks and audio best practices.
- Follow health and safety guidelines.

- Attend production meetings and staff meetings as scheduled.

YOUR SKILLS AND EXPERIENCE

- Bachelor's degree in Technical Theatre or equivalent experience working as an audio engineer in a professional producing, theatre environment (2+ years of experience preferred).
- Expert in implementing, troubleshooting, and maintaining audio systems, including wireless microphones, digital consoles (experience with Yamaha and Behringer preferred), speaker systems, and wired & wireless intercoms.
- Proficient computer skills with specific knowledge of Outlook, Word, Excel, and audio platforms, including WSM, WWB, QLab, and Mainstage.
- Calm/Professional demeanor, sense of humor encouraged.
- Excellent problem-solving skills in a collaborative environment.
- Proven ability to communicate effectively across multiple departments and with dynamic people verbally and in writing.
- Commitment to using consent-based practices, with regular affirmation, when interacting with other personnel.
- Demonstrated ability to work effectively both independently and cohesively with a team.
- Ability to follow health and safety procedures.
- Ability to multi-task in a fast-paced environment.
- Interest in supporting Village Theatre's commitment to Diversity, Equity, Inclusion, and Anti-racism.
- Must work flexible hours/days that are reflective of a theater's production schedule, including regular evenings and weekends.
- Experience working with instruments a plus.

Physical Ability: Please be aware that this job will involve sitting, standing, and walking, as well as navigating stairs and ramps. You will also need to work at heights, such as using lifts and ladders (including extension ladders). The position requires the ability to lift materials and equipment weighing 70 pounds or more, either alone or with assistance. In addition, you should be able to use a computer keyboard and screen, as well as a telephone, and have the ability to speak and hear. Specific vision abilities needed for this job include close vision, distance vision, depth perception, and the ability to adjust focus. The work environment includes administrative offices, public spaces, theatrical spaces, scenic, paint, and costume shops, dressing rooms, backstage areas, and break areas.

COMPENSATION

This position is represented by a collective bargaining agreement with IATSE Local 15. The hourly rate is \$31.30 per hour.

Additionally, Village Theatre offers a comprehensive benefits package including Medical, Prescription, Dental & Vision Insurance; Flexible Spending Account; Life and

AD&D insurance. Additional information, such as waiting periods and premium rates, will be made available to final candidates.

APPLICATION INSTRUCTIONS

Village Theatre is committed to equitable hiring practices that center the matching of skills, interests and learned experience over education requirements and previous employment. All applications will be redacted to provide anonymity for the candidate, then reviewed by a diverse hiring committee consisting of at least three individuals. The committee will create a rubric for assessment using the criteria from the job description. The committee will make recommendations on who should move on to the interview process based on the assessment.

All qualified applicants are encouraged to apply and will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, marital status, national origin, genetic information, disability, age, veteran status, or any other protected status.

Candidates who are asked to interview can expect a conversational, non-confrontational environment focused on questions that speak to experiences. We wish to remove any barriers to interviewing for our candidates and as such, interviews can be in person or over video call, and at a time of day that works for the candidate. If you are invited to participate in the selection process and need ADA accommodation, please notify HR at resumes@villagetheatre.org.

To apply, please e-mail your resume and cover letter to: resumes@villagetheatre.org with “**Lead Sound Technician/A2**” and your last name in the subject line. PDF Format is preferred. No phone calls, please.