We Are Hiring

Freelance Lighting Designer & Production Technician

To apply, please send:

- A short CV outlining relevant theatre, lighting and technical experience
- A brief covering email explaining your suitability and confirming availability for the required dates
- A link to examples of your previous work, where available, this could be a website, portfolio, Instagram or production photography
- Details of two referees



leegiles@thehabbitfactory.org

@thehabbitfactory

www.thehabbitfactory.org

The Habbit Factory, C/O Queen's Theatre Hornchurch, Billet Ln, Hornchurch, Essex RM11 1QT

Application Pack for the role of Freelance Lighting Designer & Production Technician

Application deadline: Friday 30 October 2026 at 9:00am

Thank you for your interest in working with The Habbit Factory on our 2026 pantomime, Beauty & The Beast. We are looking for an experienced and enthusiastic Freelance Lighting Designer & Production Technician to join our production team, taking the lead on lighting design, rigging, programming and operation, while also supporting the wider technical get-in, façade installation and get-out.

This pack contains:

- About The Habbit Factory
- Role Description and Key Responsibilities
- Person Specification
- Project Dates, Schedule and Fee
- How to Apply

How to Apply

- A short CV outlining your relevant theatre, lighting and technical experience
- A brief covering email explaining your suitability for the role and confirming your availability for the required dates
- A link to examples of previous work, where available. This could be a website, portfolio, Instagram page or production photography
- Details of two referees
- Confirmation of whether you currently hold Public Liability Insurance, Working at Height training and an IPAF licence or are willing to go on a course.
- A formal showreel is not required.

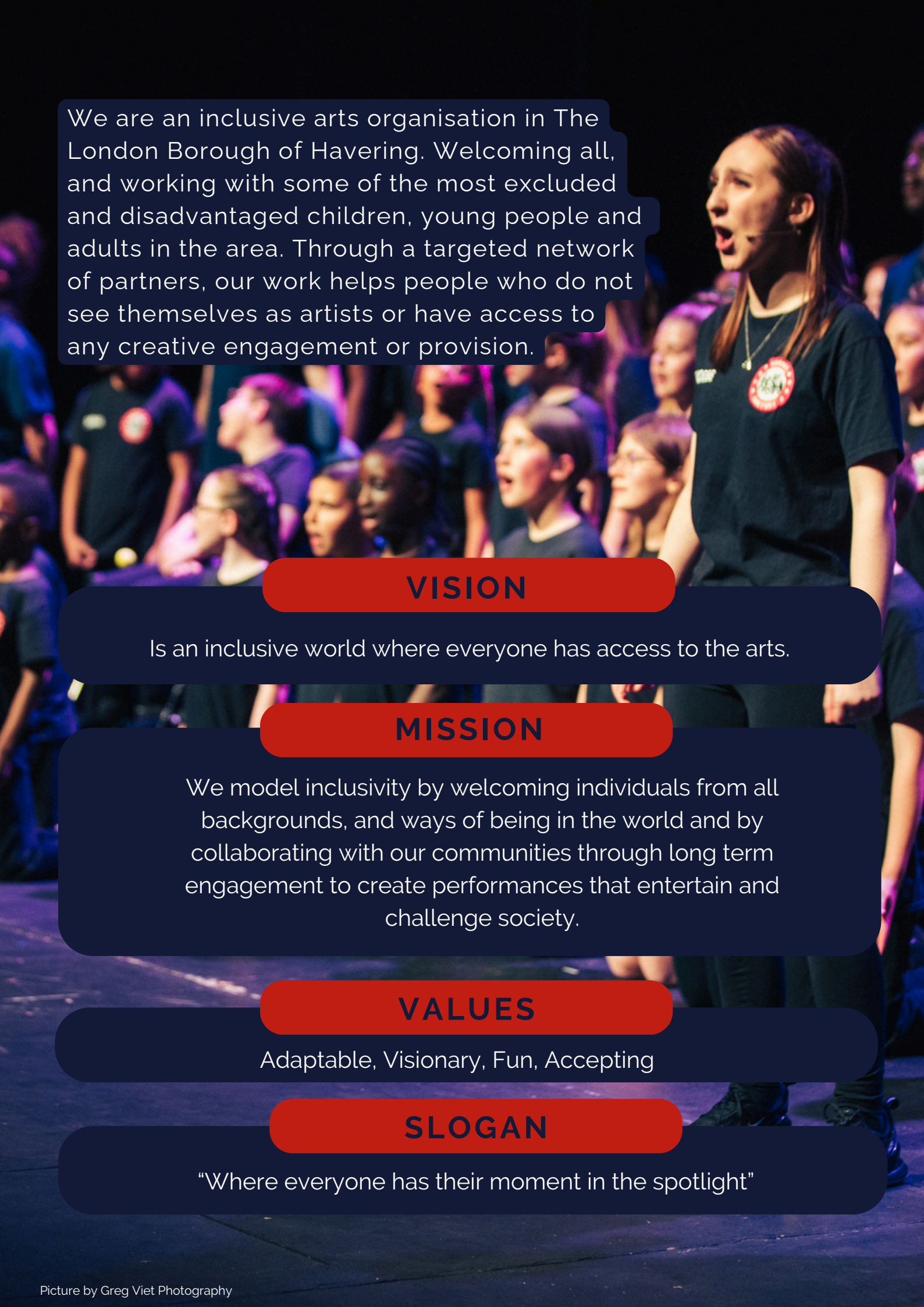
Applications should be emailed to leegiles@thehabbitfactory.org with the subject line: "Freelance Lighting Designer & Production Technician – Panto 2026"
Shortlisted applicants will be contacted following the application deadline and invited to have an informal interview/conversation about the role.

Equal Opportunities & Access

The Habbit Factory is committed to equality, diversity and inclusion and welcomes applications from people of all backgrounds and communities. We particularly encourage applications from people who are currently under-represented within the arts and technical theatre sectors.

We want our recruitment process to be accessible. If you require this information in another format, would prefer to submit your application in an alternative way, such as video or audio, or require any reasonable adjustments during the recruitment process, please contact us at hello@thehabbitfactory.org or on 07916 299857.

We look forward to hearing from you.



We are an inclusive arts organisation in The London Borough of Havering. Welcoming all, and working with some of the most excluded and disadvantaged children, young people and adults in the area. Through a targeted network of partners, our work helps people who do not see themselves as artists or have access to any creative engagement or provision.

VISION

Is an inclusive world where everyone has access to the arts.

MISSION

We model inclusivity by welcoming individuals from all backgrounds, and ways of being in the world and by collaborating with our communities through long term engagement to create performances that entertain and challenge society.

VALUES

Adaptable, Visionary, Fun, Accepting

SLOGAN

“Where everyone has their moment in the spotlight”

Picture by Greg Viet Photography



About us

"This is the first show I have seen at The Habbit Factory, I cried, I laughed... this is the future of theatre, it's local and it's inclusive." **Lucy Benjamin, The Habbit Factory Patron.**

The Habbit Factory is an inclusive arts organisation founded in 2004 situated in the London Borough of Havering and also working in Barking & Dagenham.

Our philosophy is centred around the belief that everyone, irrespective of their abilities or background, is welcomed. We collaborate with children and young people across multiple programmes to create performances that entertain and challenge stigma amongst the audience.

Our motto "where everyone can have their moment in the spotlight" aligns with our vision of an inclusive world, where theatre is accessible to all. Our approach of not conducting auditions to take part, reflects this ideology.

Our core charitable work is split across two programmes:

- Membership Programme: weekly after school inclusive creative and drama classes, targeted at CYP experiencing societal and financial disadvantage: 3-6yrs, 7-11yrs and 12-17yrs.
- Education & Outreach Programme: targeted programme of engagement with local schools, Charities and the Local Authority providing CPD training and addressing complex subjects e.g. mental health, disability, and antisocial behaviour.


Picture by Greg Viet Photography

About us

Our core charitable work is split across four programmes:

Membership Programme: weekly after school inclusive theatre classes, targeted at CYP experiencing societal and financial disadvantage: 3-6yrs, 7-11yrs and 12-17yrs, 18+. The Habbit Factory's Membership Programme provides opportunities for children, young people, and adult members to collaborate with our professional artistic staff and volunteer Blue Tees, fostering the development of essential transferable skills for the future.

On average, we offer free access for 68% of our members. We are committed to seeking out grants and funding opportunities to sustain this initiative moving forward.

Education & Outreach Programme: targeted programme of engagement with local schools, providing CPD training and addressing complex subjects e.g. mental health, disability, and antisocial behaviour.

We have conversation with headteachers and teachers who want an alternative way to teach pupils aiming at those who find it easier to work in a more practical way. This programme does not only benefit the individual, it benefits the educational establishments peer engagement, peer connectivity, inclusivity, acceptance, and equality.

Volunteer Programme: Volunteers enable THF to extend beyond its core team's limitations and bolster community engagement to address societal needs. Roles vary depending on the individual's skillset and availability.

Our in-workshop volunteers are known as the 'Blue Tees' and they buddy with anyone who needs extra support in our membership programme. In 2022/23, in workshop volunteers gave approximately 3990 hours. When multiplied by the London Living Wage (£11.95/hr), an estimated minimum monetary value of £47,500

Artistic Programme: Creating and performing three productions a year to a total audience of around 2000 people. Each production uses themes to encourage the audience to think about the world.



Artistic Programme

Theatre is at the heart of everything we do. It is the tool we use to share how we perceive the world, using the voices of the community. We model an inclusive, co-creative method in crafting new productions. Each performance is conceived as a collective endeavour, with every individual in the production contributing as equally as possible to every phase. We produce three productions:

- **Summer Show**: A large-scale musical produced and performed by the children's company within our Membership Programme at Queens Theatre, Hornchurch. Each individual is involved in the creation of the story, characters, props, set, marketing and more. Reaching over 1000 audience members, the show brings together 160 children and young people, supported by around 50 adult's who volunteer their time to make it happen. The performance usually takes place over one weekend around June - July annually.

- **Pantomime:** Following consultation with young people and families around the lack of affordable pantomime ticket options within the local area and the intrigue to see our team play lead role, we decided to trial our annual pantomime project in collaboration with the Myplace Centre, Harold Hill. For what started off as a small performance has since grown into a full-scale pantomime where our Blue Tees and staff take on lead roles, supported by the children's company. This community event offers affordable tickets and draws an audience, with 44% having no prior connections to the cast. The pantomime now serves as an opportunity to showcase our work and welcome new members of the community to all of our programmes





The Habbit Factory launched its annual pantomime in 2017 after recognising that many of our members and families faced barriers to accessing traditional theatre, including cost, travel and accessibility.

What began as a community production has grown into one of the highlights of our year. Our pantomime now brings together local children and young people, volunteers, professional creatives and performers to create a large-scale festive production that is designed to be welcoming and accessible to everyone.

Every performance is relaxed, helping audiences who may find traditional theatre environments difficult to enjoy the experience in a way that works for them.

The production has continued to grow in scale and ambition. Our 2025 production of Sleeping Beauty achieved sold-out performances and five-star reviews.

Audience feedback has been incredibly positive, with 99% of respondents to our 2025 survey saying they would recommend the production and 99% saying it met or exceeded their expectations.

Audience Member said
"The best pantomime in the area, hands down."

Havering Daily said
"*A rare, anti-elitist gem that delivered unmatched joy well beyond its budget.*

JOB DESCRIPTION

Reporting to: Artistic Director/CEO
Venue: Myplace Centre, Harold Hill, RM3 9EN
Fee: £2,250 project fee, based on 9 days at £250 per day
Contract Period: December 2026, including agreed pre-production activity and production week from Monday 14 December to Sunday 20 December 2026
Responsible for: Lighting design, rigging, programming, operation, de-rigging and wider production technical support

The Freelance Lighting Designer & Production Technician will take the lead on the lighting design and delivery for The Habbit Factory's 2026 pantomime, Beauty & The Beast.

Working closely with the Artistic Director/CEO and wider production team, the role will be responsible for developing and delivering the lighting design for the production, including planning the lighting rig, identifying technical requirements, liaising with the appointed technical supplier, rigging and focusing equipment, programming the show and operating lighting throughout rehearsals and performances.

This is a hands-on production role and will also involve supporting the wider technical delivery of the pantomime. This may include assisting with the get-in and get-out, installation and removal of scenic and façade elements, troubleshooting technical issues and supporting other general production requirements where reasonably required.

The successful freelancer will bring both creative and practical technical experience, with the confidence to work independently within their specialist area while collaborating closely with the wider production team.
The role requires somebody who is comfortable working at height, rigging and de-rigging theatrical lighting equipment and working within a busy live production environment. The successful candidate will be expected to follow all relevant health and safety procedures, venue requirements, risk assessments and safe working practices.

The Habbit Factory Recruitment Policy

Equal Opportunities

The Habbit Factory is an equal opportunities employer and encourages applications from suitably qualified and eligible candidates regardless of gender, race, disability, age, sexual orientation, religion or belief, socio-economic class.

Flexible working

This position offers both remote and in-person work options, based on role requirements.

Safeguarding

An enhanced check with the Disclosure and Barring Service (DBS) is required for this post, in line with our Safeguarding Policy..

Ex-Offenders

The Habbit Factory supports the rehabilitation of ex-offenders and is committed to ensuring that suitable skilled employees are not excluded from this post, where this does not conflict with our Safeguarding Policy.

Application Assessment

As an equal opportunities employer, we ask applicants to use a standard application form, instead of a CV, so that we can remove all personal details from the assessment process and only assess on the details contained in the body of the application.

Short-listing decisions are based solely on the information provided within the application form. All candidates must provide sufficient evidence concerning how they meet the job requirements, even if they are known to the organisation. We do not take any previous knowledge we may have of candidates into account.

Feedback

We will notify all candidates who have not been short-listed for interview. Due to the level of applications received for most posts, we do not provide detailed feedback at the application stage. The most likely reason for not short-listing is that other candidates matched person specification more closely. We are committed to providing detailed feedback to candidates unsuccessful at the interview stage. Please contact us via email at leegiles@thehabbitfactory.org or via telephone on 07916299857 for further information about this post or our Recruitment Policy.