



Join us at the Guthrie.

GUTHRIE THEATER JOB POSTING

Production Stagehand

Reports to: **Stage Operations Supervisor**

Compensation: **\$32.19 per hour plus benefits**

This position is covered by a collective bargaining agreement with IATSE Local 13

THE ORGANIZATION

The Guthrie Theater engages exceptional theater artists in the exploration of both classic and contemporary plays connecting the community we serve to one another and to the world. Through its extraordinary artists, staff and facility, the Guthrie is committed to the people of Minnesota, and from its place, rooted deeply in the Twin Cities, influences the field as a leading 21st century arts organization.

Every year more than 500 people, both on stage and off, help ensure our success in creating and supporting the highest level of theater. As an organization, we are committed to our values of Artistic Excellence; Community; Equity, Diversity and Inclusion; and Fiscal Responsibility.

LAND ACKNOWLEDGMENT

The Guthrie Theater would like to acknowledge that we gather on the traditional land of the Dakota People and honor with gratitude the land itself and the people who have stewarded it throughout the generations, including the Ojibwe and other Indigenous nations.

THE POSITION

The Production Stagehand is responsible for technical support of shows mounted by or for the Guthrie Theater, coordinating with other departments in the theater and outside vendors and presenters, providing leadership of crews, facilitating the smooth running of shows, and maintaining the backstage and onstage areas, sets and equipment. The position requires participation at load-ins, technical rehearsals, previews and performances. All employees are expected to center, model and champion the Guthrie's core values of Artistic Excellence; Community; Diversity, Equity, Inclusion and Accessibility; and Fiscal Responsibility.

This position is full-time, non-exempt and benefits-eligible. Compensation is \$32.19 per hour plus benefits. This position is covered by a collective bargaining agreement with IATSE Local 13. The typical schedule for this role is a show schedule of Tuesday – Sunday nights, midweek and weekend matinees and some daytime hours.

The Guthrie is dedicated to building an equitable environment that is mixed across lines of difference and strongly encourages applications from Black, Indigenous, People of Color, women, transgender and non-binary candidates. This position will remain open until filled and until a diverse and qualified pool of candidates is identified. Applicants from populations underrepresented in the theater field are strongly encouraged to apply.

PRIMARY DUTIES AND RESPONSIBILITIES

1. Preparation, Tech Week, Strike

- Assist with the load in of scenery and props before the tech process begins as assigned.
- Attend rehearsals as assigned.
- Set up tech tables for tech week as directed.
- Attend special meetings with scene shop and prop shop to become familiar with scenic elements and props as assigned.

- Attend preparation meetings before and during tech week as assigned.
- Communicate as needed with Head of Stage Operations, Stage Management, across other production departments to evaluate use and function of scenery and props to ensure a smooth and efficient tech process.
- Remain flexible and adaptable to changes to support the tech process. Foster a positive and supportive work environment.
- Communicate performance-track changes to Head of Stage Operations and Stage Management to ensure maintaining of an accurate record of performance-tracks.
- Following the final performance, load out show, clean and repair props and scenic pieces for long term storage as assigned.
- Assist Props Liaison as needed.

2. Show Run

- Complete assigned track for each performance.
- Support and maintain safe usage of all theatrical elements.
- Operate stage machinery, shift scenery, move furniture, and handle effects during the tech, preview and run of a show to ensure consistently high production values as assigned.
- Creatively problem solve when issues arise during the running of a performance.
- Assist actors with scenic and prop shifts as assigned.
- Prepare stage, scenic and props for each performance.
- Remain calm in order to support and reassure actors and ensure a smooth performance.
- Do minor adjustments and repairs on props and scenic pieces before and during performances.
- Communicate prop and scenic repair notes to Head of Stage Operations and TD Staff as needed.
- Clean and maintain show workspace.

3. Additional Programming

- Assist with builds, load-in, and load-out of special events, following first right of refusal per the collective bargaining agreement if needed.
- Lead and provide work direction to overhire Stagehands on specific projects.
- Complete assignments from Events Production Manager or Head of Stage Operations to ensure smooth operations of Special Events, Rentals, and Studio Productions.

4. Maintenance

- Participate in the maintenance and safe operations of all performance spaces and elements, including scenery, props, and automation as assigned.
- As assigned, clean scenic elements and props, ensuring they are safe for use and performance ready.
- Organize and restore scenic and props as assigned.
- Clean and repair props and scenic pieces for long term storage as assigned.
- Complete basic scenic/prop repairs as needed, communicating with the scene/prop shop for larger repairs.

5. Lead

- Take an active leadership role in setting and maintaining the levels of production craftsmanship and artistic excellence.
- Pass pertinent information along to Stage Crew employees.
- Proactively problem solve issues as arise backstage.
- Lead and provide guidance to the assigned work team.
- Advise and assist other Run Crew staff when requested.
- Delegate repairs and maintenance tasks as needed.
- Maintain consistent and proactive communication with Head of Stage Operations, Scene Shop, Technical Director, and across departments when needs arise.

ESSENTIAL KNOWLEDGE AND QUALIFICATIONS

- Extensive Stagehand experience or a combination of equivalent experience and training.
- Capability to lift 50 pounds.
- Strong organizational skills and understanding of construction techniques.
- Safe operation and experience working with Basic Hand and Shop Tools.
- Ability to remain calm in order to support and reassure actors and ensure a smooth performance.
- Experience with safe rigging practices is required.
- Experience working with automation equipment is required.
- Experience in leadership is helpful, but not required.
- Ability to maneuver in low light or darkness.

- Ability to work at above floor heights.
- Capability to lift, push, and pull with precision.
- Ability to stand for extended periods of time.
- Forklift experience preferred.
- Strong commitment to safety and ergonomics in the workplace.
- Experience, ability and commitment to working with individuals and teams that are mixed across lines of difference such as race, gender-identity, sexual orientation, religion, ability, age, class and immigrant status.

THE LOCATION

The Guthrie Theater is located in the historic Mill District along the Mississippi River in Minneapolis, Minnesota. As the largest city in the state, Minneapolis offers a large variety of parks, lakes, great food, festivals, malls and more.

WHY SHOULD I APPLY?

Be a part of a leading non-profit organization that is committed to serving not only the local Twin Cities community but the industry as a whole. In addition to a competitive pay rate, the Guthrie offers top-notch employee benefits and staff perks.



Competitive Benefits

- Health insurance
- HSA & dependent care options
- Dental & vision
- Flexible Spending Account
- Life Insurance
- Long Term Disability
- Short Term Disability
- Employee Assistance Program
- 403(b) with employer match up to 4.5% after one year of service



Paid Time Off

Other Employee Perks

- Wellness Program
- Guthrie Store discount
- Costume Rentals discount
- Admission to opening night parties
- Affinity Groups
- Discounted Level Five Café and Express dining
- Frequent Sea Change restaurant discounts



Transportation

- Subsidized passes for Metro Transit buses and trains
- Discounted pre-tax monthly ramp parking
- Discounted bike locker rental
- Discounted Nice Ride annual membership



Complimentary Tickets

- To Guthrie productions



Discounted Tickets

- To all shows produced by the Guthrie
- To some performances hosted by the Guthrie



Classes and Camps

- Discounts to Guthrie classes and camps

A NOTE FROM HUMAN RESOURCES

For the safety of our guests and staff, the Guthrie Theater requires employees to be fully vaccinated against COVID-19. Documentation of vaccination status must be provided if an offer of employment is made.

Applicants must submit a **resume** to be considered for the position.

Apply online here: <https://recruiting.ultipro.com/GUT1000/JobBoard/47c392e4-6d7f-1e47-226b-ee862ea48cfb/OpportunityDetail?opportunityId=8674ee47-4a0d-4dc1-8132-f3cd4787d6a9>