STAGES

WE'RE HIRING!

Position: Audio Visual Manager

Reports to: Production Director
Direct Reports: AV Technician, AV overhires
Indirect Reports: Production Mentees and Show Crew
Status: Full time, Exempt (Generally weekday hours except during technical rehearsal and preview phases where evening on-site presence required)
Compensation and Benefits: $55,000/year, Paid Time Off, Paid Holidays/Days of Celebration, Matched Retirement Plan, Disability and Life insurance, Health, Dental, and Vision Insurance, Flex schedule

Stages' Audio Visual Manager is a key production leader responsible for the implementation, operation, maintenance, and long-term functionality of theatrical audio and video systems.

This role combines hands-on technical execution with departmental leadership and collaborates closely with directors, designers, stage management, production staff, and overhire crews to realize artistic visions while maintaining safe, efficient, and sustainable technical operations.

The Audio Visual Manager serves as the department lead for audio systems and provides operational support for projection and video systems. Candidates must demonstrate advanced professional experience in theatrical audio systems along with working knowledge of projection/video systems. Candidates with only projection/video experience will not be considered. This role will collaborate closely with the Lighting Manager and lighting department in support of shared production electrics infrastructure and operational needs.

Some evenings and weekends are required around technical rehearsal, preview, performance, rental, and event schedules.

About us

Stages makes plays and tells stories that invite everyone to live more deeply and love more boldly. We produce a broad scope of plays and musicals ranging from jukebox musicals and family entertainment to world premieres and new work by emerging writers.

Stages was founded in 1978 and we've grown to become Houston's sixth largest nonprofit performing arts producer and the largest outside the downtown theater district. We perform year-round with an average of 10 productions and thousands of visitors each season. In January 2020, we opened our new $35.4 million three-theater home, The Gordy.

We're a welcoming, collaborative culture that encourages each staff member to take initiative, share ideas and help shape the organization.

About you

Collaborative and detail-oriented, you thrive working alongside artists. Any challenge is met with enthusiasm and the intersection of theater technology and art ignites your passion. Quickly adapting to shifting priorities is energizing and rigorous troubleshooting is a strength. Dedicated to education, you're committed to the growth of others, readily sharing knowledge and supporting the development of future arts professionals.

What you'll do at Stages

- Collaborate with directors, sound designers, projections designer, and production teams to execute artistic visions for productions and events
- Communicate with sound and video designers and creative teams to successfully implement production designs and system needs
- Lead implementation and operation of theatrical audio systems for productions, presentations, rentals, and special events
- Lead implementation and operation of projection/video systems for productions and events
- Perform hands-on installation and technical implementation of video systems.
- Ensure productions are fully prepared for technical rehearsals, previews, performances, and rentals.
- Maintain the artistic integrity of productions throughout performance runs through ongoing maintenance, troubleshooting, repairs, and show support
- Design sound for up to two productions per season, as assigned
- Operate audio and projection/video systems for productions, rentals, and events as needed
- Update/maintain documentation according to show schedules, i.e., System Risers, Inventories, Channel Hookups, patching data, mic ID's, etc.
- Troubleshooting equipment
- Supervise and provide guidance, scheduling coordination, training, and work assignments to the AV Technician, overhire labor, and show crews.
- Build, guide, and mentor cross-functional production teams, fostering collaboration, high standards, and operational efficiency
- Oversee maintenance, organization, repair coordination, and operational readiness of audio and projection/video equipment and infrastructure
- Assess inventory needs and maintain accurate equipment tracking, documentation, and replacement planning
- Troubleshoot audio consoles, wireless microphone systems, playback systems, networking infrastructure, projection systems, and related technical equipment
- Coordinate with the Production Director for equipment purchases, rentals, technical research, and vendor communication
- Maintain system documentation including inventories, signal flow documentation, patching information, system layouts, and production paperwork
- Maintain a safe, clean, and orderly work environment and follow safe work practices.
- Uphold the Stages brand, culture, and EDI values in your day-to-day workflow.
- Uphold anti-oppressive practices learned with our visiting artists and technicians.
- Demonstrate a commitment to EDI through continuous development and participation in EDI initiatives.
- Observe and comply with all company safety policies.
- Other duties, as assigned.

To excel in this job, you'll need

- Three to Five years experience leading the installation of AV equipment
- Three to Five years in a team leadership position
- Lead team with a sense of joy and enthusiasm
- Live sound engineering experience for intimate theatrical productions
- Experience with digital audio consoles, wireless microphone systems, and audio networking
- Understanding of analog and digital audio signal flow, low-voltage systems, networking, and theatrical infrastructure
- Working knowledge of QLab, DAW's, and DSP's.
- Valid driver's license and the ability to operate motor vehicles.
- Ability to work in diverse environmental conditions.
- Deep understanding of computers, networking and software.

It would also be great to have

- Media Server installation and maintenance experience
- Sound design experience
- Digico, Yamaha, or comparable digital console experience
- Projection mapping experience

- Experience with DSP systems and system tuning
- Dante certified
- Experience working in producing or repertory theater environments
- OSHA 10

This is important

Stages is committed to advancing equity, diversity and inclusion. We are committed to creating and maintaining a safe creative environment for staff, artists and our community. We know that through discussion and expression we can continue to promote change in a positive direction. We believe that diversity on and off stage is important. We are committed to bridging cultural gaps and creating an environment of inclusion and equity for all. It is our intent to provide equal opportunities to all who may apply. We welcome every race, color, religion, sex, sexual orientation, national origin, age, genetic makeup, gender identity or expression, disability, veteran status and thinking style.

Our hiring process

First, send us some information about yourself—please include an introduction to help us understand who you are and why you're right for this position (eg: cover letter, email, personal statement, video) as well as anything you think might be helpful to understand your background, experience, and skills. This could include a resume, event materials, writing or other work samples, personal website, LinkedIn profile, etc.

Human Resources
Stages
800 Rosine St.
Houston, Texas 77019
humanresources@stageshouston.com

If we think you might be a good fit, we'll contact you to schedule an introductory interview. This conversation will help us learn about you, share more about the job and Stages, and answer your initial questions. From there, we may also invite you to talk with other staff members from positions across the organization so that you have an opportunity to explore Stages' culture and work environment, and we can get a sense of what you'll bring to the team.