



**DALLAS  
THEATER  
CENTER**

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**JOB TITLE:** Lead Audio Engineer  
**DEPARTMENT:** Production – Audio/Video  
**REPORTS TO:** Head of Audio & Video  
**PREPARED DATE:** December 18, 2023  
**CLASSIFICATION:** Hourly, Non-Exempt  
**SALARY RANGE:** \$19.50-\$21.50/hr

**MISSION STATEMENT**

The mission of Dallas Theater Center is to engage, entertain and inspire our diverse community by creating experiences that stimulate new ways of thinking and living. We will do this by consistently producing plays, educational programs, and other initiatives that are of the highest quality and reach the broadest possible constituency.

**EQUITY, DIVERSITY, AND INCLUSION STATEMENT**

ALL ARE WELCOME!

At Dallas Theater Center, we want to be the best place to work and see theater, and to be a positive and transformational force in Dallas and beyond.

We stand up for equity, diversity and inclusion across our company and community. As a leading national theater, we recognize that building an equitable, diverse, and inclusive environment is central to our relevance and sustainability in the community we serve and love.

\*For complete statement, please see final page of this posting

**POSITION SUMMARY**

An active member of Dallas Theater Center (DTC)'s Production Department, the Lead Audio Engineer is responsible for overseeing and executing the aural experience of each of our productions. The Lead Audio Engineer reports directly to the Head of Audio & Video, and is responsible for effectively supporting Sound designers, ensuring that high artistic standards are met at all times. An ideal candidate would be someone who has a strong background in mixing for live theater, is experienced with installation and strike logistics, and feels comfortable working on multiple simultaneous projects.

This is a full time, non-exempt position, which is eligible for overtime. This position includes a full benefits package optional enrollment: medical, dental, and vision insurance, DTC-paid life insurance, voluntary life insurance, 403b programs, complimentary tickets, and generous paid-time off. Nights and weekends will be required as needed throughout the season.

**KEY RELATIONSHIPS**

- Head of Audio & Video
- Overhire Audio & Video Crews
- Show Runs Crews

- Guest Sound Designers
- Guest Projection Designers
- Stage Management Teams
- Production Department Heads
- Kalita Technical Operations Manager
- AT&T Performing Arts Center Technical House Staff

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Program and operate the mixing console for plays, musicals, and other events as directed by the Head of Audio & Video.
- Assist with the preparation and execution of Audio & Video's Load In, Tech, Load Out, and Maintenance Calls.
- Operate as Audio Crew Leader during show runs.
- Interprets and executes system designs from prepared drawings and other relevant paperwork.
- Safely rigs speaker positions, pipes, and hanging points from heights.
- Assist with maintenance of all audio equipment.
- Coordinates and communicates needs with Music, Wardrobe/Wigs, Hair & Makeup, Stage Management, Lighting, and other relevant departments as directed by Head of Audio & Video.
- Attends rehearsals, tech rehearsals, and performances as required.
- Attends and participates in production meetings, departmental meetings, and full company meets as required.
- Support the Kalita Technical Operations Manager with Audio & Video needs for renters at the Kalita Humphrey's Theater, including mixing for rentals when available.
- Collaborate with Audio & Video staff at other theatrical institutions when organization engages in co-productions/transfers to ensure technical elements remain viable for DTC.
- Provides regular updates to the Head of Audio & Video on all areas of responsibility.
- Perform work in a manner that is consistent with DTC's Mission, Vision, and Values.
- Be an active participant in DTC's work towards equity, diversity and inclusion and becoming an anti-racist organization.
- Must be available on nights and weekends.
- Other duties as needed or assigned.

*This job description is not exhaustive and is subject to review in conjunction with the post holder and according to future changes/developments.*

### **SKILLS AND KNOWLEDGE REQUIREMENTS**

- Must have experience programming and operating large format digital mixing consoles. Experience with Yamaha and Behringer consoles is preferred. Experience with Yamaha CL5, Yamaha PM7, and Behringer Midas is desired.
- Must have experience with line-by-line mixing and theatrical cueing, including recording fader levels, VCA numbers, and sound cue numbers in a script during tech.
- Must have knowledge of digital signal processors and speakers for Meyer, d&b audiotechnik, QSC, and EAW.
- Must have experience with operating and troubleshooting wired and wireless microphones, audio cueing software, PAs, foldbacks, delays, and other standard equipment used for theatrical productions.
- Must have knowledge of standard audio and networking-for-audio cable types and protocols.
- Knowledge of basic video/camera set up for show operations viewing/conductor systems is preferred.
- Must have experience with Vectorworks, Nemesis Audio Insight, Reaper, Minotaur, Omnigraffle, QLabe, SMAART, FileMaker Pro, and Dante. Dante Level 2 Certification required. Dante Level 3 certification preferred.
- Must have basic knowledge of AVB networking and IT network management.
- Experience with Google Suite and Microsoft Office Programs preferred.

- Must be able to comply with all OSHA regulations for creating and maintaining a safe working environment.
- Must have a valid US Driver's License and be eligible to be covered by company insurance to drive vehicles.
- Able to sit, stand, and squat for extended periods.
- Comfort working at heights, in dim/dark environments, and in enclosed spaces.
- Able to lift up to 50lbs unaided;
- Demonstrated commitment to equity, diversity and inclusion;
- An appreciator of theater and an advocate for its value for the community;

### **EDUCATION AND EXPERIENCE REQUIRED**

- Must have at least three years experience as an audio engineer or audio for theatre position. Experience in a LORT or similar scale regional theatre preferred.
- Bachelors degree in Technical Theatre with an emphasis in Sound Design or Sound Production, or the equivalent practical experience, desired.

Dallas Theater Center is an Equal Opportunity Employer (EOE). Qualified applicants are considered for employment without regard to age, race, color, religion, gender, national origin, sexual orientation, disability, or veteran status. If you need assistance or an accommodation during the application process because of a disability, it is available upon request. The company is pleased to provide such assistance, and no applicant will be penalized because of such a request.

### **HOW TO APPLY**

Please submit resume and cover letter via email to [hr@dallastheatercenter.org](mailto:hr@dallastheatercenter.org) with **Lead Audio Engineer** in the subject line.

### **ABOUT DALLAS THEATER CENTER**

One of the leading regional theaters in the country and the 2017 Regional Theatre Tony Award® Recipient, Dallas Theater Center (DTC) performs to an audience of more than 100,000 North Texas residents annually. Founded in 1959, DTC is now a resident company of the AT&T Performing Arts Center and presents its Mainstage season at the Dee and Charles Wyly Theatre, and at its original home, the Kalita Humphreys Theater. DTC is one of only two theaters in Texas that is a member of the League of Resident Theatres, the largest and most prestigious non-profit professional theater association in the country. DTC produces a six-play subscription series of classics, musicals and new plays and an annual production of *A Christmas Carol*; education programs, including the Award-winning Project Discovery and a significant partnership with Southern Methodist University's Meadows School of the Arts; and many community collaboration efforts with local organizations. In 2017, DTC's Department of Public Works launched a groundbreaking community engagement and participatory theater project designed to deliberately blur the line between professional artists and community members, culminating in an annual pageant featuring over 200 Dallas citizens performing professional production. Throughout its history, DTC has produced many new works, including recent premieres of *penny candy* by Jonathan Norton, *The Supreme Leader* by Don X. Nguyen; *Hood: The Robin Hood Musical Adventure* by Douglas Carter Beane and Lewis Flinn; *Bella: An American Tall Tale* by Kirsten Childs; *Clarkston* by Samuel D. Hunter; *The Fortress of Solitude* by Michael Friedman and Itamar Moses; *Giant* by Michael John LaChiusa and Sybille Pearson, and many more.

As a member of The League of Resident Theaters (LORT), DTC operates under the LORT agreement with Actors' Equity, the Stage Directors and Choreographers Society and United Scenic Artists.

### **ABOUT THE DALLAS COMMUNITY**

Dallas is a richly diverse modern metropolis in north Texas and is a commercial and cultural hub of the region. Over the years it has become a melting pot of cultures, religions and lifestyles. This important convergence of uniqueness and differences is reflected throughout the sights and sounds of the city. Dallas' authentic arts, music, food, places of worship, historic

landmarks and urban lifestyle all contribute to the city's makeup. Located in the northeast corner of downtown Dallas, the Dallas Arts District is the largest contiguous urban arts district in the nation, spanning 68 acres and 19 contiguous blocks. This iconic neighborhood has more buildings designed by Pritzker award-winning architects than any location in the world. Dallas Arts District unifies culture and commerce with integrated and exemplary artistic, residential, cultural, educational, recreational, religious and commercial life Downtown's Sixth Floor Museum at Dealey Plaza commemorates the site of President John F. Kennedy's assassination in 1963. In the Arts District, the Dallas Museum of Art and the Crow Collection of Asian Art cover thousands of years of art. The sleek Nasher Sculpture Center showcases contemporary sculpture. The Perot Museum of Nature and Science sparks the imagination through a world of scientific wonders. Performing arts venues based in the Arts District include the AT&T Performing Arts Center, Moody Performance Hall, Meyerson Symphony Center, Winspear Opera House, Montgomery Arts Theater, and the Wylie Theater. These beautiful venues feature the work of such notable Dallas-based performing companies as the Dallas Opera, Dallas Symphony, Titas/Dance Unbound, Dallas Black Dance Theatre and the Dallas Theater Center as well as touring productions from across the nation. Dallas is home to six professional sports teams including the Dallas Cowboys, Dallas Mavericks, Dallas Stars, Dallas Wings and FC Dallas. It is also host to several major sporting events like the Mexico National Team, college football games, e-sports competitions and more. In addition, the State Fair of Texas which takes place for over three weeks each fall at Fair Park in Dallas is the longest running fair in the nation as well as one of the largest.

### **EQUITY, DIVERSITY, AND INCLUSION FULL STATEMENT**

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- **EQUITY** means recognizing that not everyone starts at the same place, addressing inequities in access and opportunity, and allowing for full and fair participation.
- **DIVERSITY** means acknowledging and respecting human qualities that are different from our own and outside the groups we are a part of or with which we are associated. These qualities include but are not limited to: ethnicity, race, color, country of origin, sex, gender, gender identity or expression, age, sexual or relationship orientation, family structure, religion, beliefs, political affiliations, experiences and ability differences.
- **INCLUSION** means honoring and accepting the gifts, backgrounds, experiences, and wisdom that every individual brings with them, so that every stakeholder feels valued by Dallas Theater Center. Our stakeholders are staff, artists, board members, donors, audiences, and community members.

We will strive to create a culture of inclusion where individuals can thrive and succeed, are able to participate in and contribute to the progress and success of Dallas Theater Center while growing both professionally and personally.

We recognize and value individual differences, and we acknowledge structural and systemic racism and other access barriers that prevent full and fair participation of people outside the dominant culture and power dynamics. We acknowledge the complexities of becoming a fully inclusive and anti-racist organization, and we accept the challenge to build an organization where full and fair participation is the norm.

We commit to providing fair treatment, access, opportunity, and advancement and to creating space for culturally diverse voices to be heard and power to be shared. Together, we are even better.