



International Technical & Production Manager - Job Description

Responsible to:	Head of Production
Key relationships:	Executive Producers, Producers, Production Team, General Management Team, Finance Team.
Responsible for:	Deputy Technical Manager, Production Staff
Contract:	Fixed Contract-PAYE (March 2026 - Sept 2026 London, Sept 2026 - May 2027 China)
Salary:	£53,000 - £57,600 depending on experience, (international work contracted Via co-producer)UK dates open to engagement on a freelance basis
Location:	London (Woolwich)and international travel (China)
Deadline for applicants:	Applications close at 10:00am on Monday, 2nd March 2026.
Interviews:	Week commencing 9th March 2026

How to apply: Complete the application form here including your CV and cover letter.

If you have any questions or are experiencing any difficulties with the application process, please contact workwithus@punchdrunk.com.

OUR HISTORY

Founded in 2000 by Felix Barrett, Punchdrunk has pioneered a game-changing form of theatre which places the audience at the very heart of the action. Recently listed amongst the 50 most influential artists of the last 50 years (Sky Arts, 2022) alongside Bowie, Sir Steve McQueen and Vivienne Westwood, Punchdrunk disrupts the theatrical norm, creating worlds in which audiences can rediscover the childlike excitement of exploring the unknown.

Its iconic "mask" shows, which redefined the genre of immersive experiences, have been cited amongst the 40 creative moments that changed culture (Creative Review), and have found phenomenal success across the globe, with record-breaking productions established in the US, UK, China and South Korea. Sleep No More in New York played to sell-out audiences for 14 years from 2011 until its final performance in 2025, and in Shanghai the show has been running since 2016 - becoming the longest-running immersive production in the city's history. In 2025, the internationally acclaimed experience also opened its newest edition in Seoul, South Korea.

The Drowned Man: A Hollywood Fable broke the National Theatre's box office records when it went on sale in 2013. Punchdrunk's 2022 London production, The Burnt City, became the company's longest-running show in its home city, coinciding with the opening of its first permanent venue at 1 Cartridge Place in Woolwich.

In 2024, Viola's Room debuted in Woolwich, marking a bold shift from Punchdrunk's signature mask performances. This intimate, barefoot sensory experience distilled two decades of the company's immersive expertise, using binaural sound to create a deeply personal journey. It transferred to The Shed, New York in Spring 2025.

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In Autumn 2025, Punchdrunk launched a new live experience titled Lander 23, a live action video game-style immersive experience that merges the company's theatre practice with genuine game mechanics.

Alongside these landmark live theatrical experiences, Punchdrunk has taken its groundbreaking approach to cross-cultural collaborations in music, tech, fashion and TV: from projects with Rihanna to Jack White, Louis Vuitton to Alexander McQueen, and HBO to Brad Pitt's Plan B Studios – most recently with TV series *The Third Day*, starring Jude Law, Naomie Harris, Katherine Waterston, Emily Watson and Paddy Considine which included the Bafta-nominated live event: *The Third Day: Autumn*: a 12-hour live episode, filmed in one continuous take.

Punchdrunk's past theatrical works include: *The Drowned Man: A Hollywood Fable* (with the National Theatre), *The Crash of the Elysium* (Manchester International Festival), *The Duchess of Malfi* (with ENO), *Sleep No More* (with the American Repertory Theatre, Boston, Mass.), *It Felt Like A Kiss* (with Adam Curtis and Damon Albarn, Manchester International Festival), *Tunnel 228* (in collaboration with The Old Vic), *The Masque of the Red Death* (with Battersea Arts Centre), *Faust* (in collaboration with the National Theatre), and *The Burnt City*.

THE ROLE

Punchdrunk is looking for a Technical & Production Manager who has experience of mounting large-scale projects, ideally internationally, to manage the redesign and reconceiving phase of the project in London and then relocate for 6 months to support and work closely with our co-producing partners in delivery of the project. The role will ensure our partners interpret and execute the project to Punchdrunk's artistic, operational and technical standards while also navigating the local production ecosystem, supply chain and cultural context.

This position combines production management, technical coordination, partner liaison and operational readiness. It requires someone who enjoys complex spaces, unusual buildings, and designing systems that keep audiences and performers safe.

Candidates from theatre, live events, attractions, experiential, touring, festivals, and venue environments are encouraged to apply. Immersive experience is a bonus, not a requirement — curiosity and enthusiasm for the form is just as valuable.

The role is Technical & Production Manager for the redesign and development phase based in London and then relocation as Technical & Production Consultant role for the delivery phase abroad for up to 7 months.

Full details of contracting terms for each phase will be provided during the recruitment process.



Key Responsibilities

Project Leadership & Planning

- Recruit technical and production consultants needed for the project who can support the local teams in delivering our Production on time and within budget, and in accordance with safe practices at every step.
- Establish a strong production team, which would usually be a draughtsperson and a deputy, to collaborate on ensuring the support to all departments is consistent
- Lead and support partners in the development and management of the full production schedule from pre-production to opening, including design revisions, fabrication, installation, technical integration, rehearsals and previews.
- Support partners in assembling a local production and technical team with the correct competencies and reporting structures.
- Ensure clarity of scope, deliverables, dependencies and milestones across all workstreams.
- Ensure H&S standards are planned alongside production deliverables and adhered to at all times in all of the stages of the production
- Conduct post-project debrief, identifying learnings and recommendations for future operational performance and process of the production

Design, Documentation & Standards

- Oversee the adaptation and creation of design and technical documentation, including:
 - Scenic drawings
 - Design and Dressing Drawings
 - Design Manuals
 - Architectural PLans
 - MEP & infrastructure interfaces
 - Lighting
 - Rigging
 - Sound
 - Control and Networking
 - Backstage facilities
 - Audience operations, including stewarding
 - Performer pathways & wayfinding
- Ensure Punchdrunk standards and operational needs are communicated across all design packages.

Technical Production Management

- Support delivery across scenic, lighting, sound, special effects, props, wardrobe, performer operations and backstage infrastructure.
- Review and approve (with the help of the specialist consultants) technical specifications, fabrication drawings, shop drawings and installation methodologies.

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- Resolve base-build to production interfaces (power, HVAC, data, life safety, audience flows, etc.)

Build, Fit-Out & Site Coordination

- Ensure there is due diligence and adequate preparation for on-site construction, installation and technical fit-up ensuring Punchdrunk standards are maintained.
- Support the local Production Management team with procurement, fabrication timelines, importation/logistics and supplier coordination.
- Proactively identify and resolve clashes, sequencing issues or resource constraints.

Audience, Operations & Safety

- Support the design and implementation of audience pathways, circulation and crowd systems.
- Integrate show requirements into building operations including front-of-house, audience handling, accessibility and emergency procedures.
- Support compliance with safety standards for both audiences and performers including fire safety, evacuation, crowd management and running procedures.
- Ensure the running team is trained and equipped to maintain the show safely and efficiently post-opening.

Rehearsals, Handover & Opening

- Ensure technical readiness for rehearsals (spaces, comms, cueing systems, backstage facilities etc.)
- Support the Creative Team through the rehearsal and technical integration.
- Establish structured handovers including documentation, maintenance and running documentation, training and operating procedures.

Training & Knowledge Transfer

- Plan and deliver induction for local production and operations teams.
- Transfer knowledge of Punchdrunk methodologies including:
 - Show running protocols
 - Technical maintenance
 - Reset procedures
 - Change control
 - Health & safety
 - Audience management



Stakeholder & Partner Engagement

- Act as a key point of contact for production matters between Punchdrunk and delivery partners.
- Represent Punchdrunk in design reviews, technical meetings, contractor coordination and creative reviews.

Risk, Safety & Compliance

- Identify project and production risks and propose mitigation strategies.
- Support partners in navigating compliance including:
 - Fire strategy
 - Local building regulations
 - Electrical/rigging standards
 - Performer safety
 - Crowd & audience safety
 - Accessibility requirements

Communication and Reporting

- Establish communication standards, both internally to deliver the redesign, rehearsals, and project-wide scheduling, and externally, ensuring our teams communicate with partners efficiently and in a timely manner.
- Provide regular progress updates to Punchdrunk Producers and senior management.
- Maintain structured reporting, documentation and change logs throughout.

PERSON SPECIFICATION

ESSENTIAL EXPERIENCE, SKILLS AND ATTRIBUTES

Applicants should have substantial demonstrable experience in several of the following areas:

- Production and/ or Technical Management on large-scale theatre, experiential, live events, touring or venue projects.
- Pre-production planning (schedules, resource plans, documentation workflows).
- Multi-department coordination across scenic, lighting, sound, special effects, props, wardrobe, performer facilities and backstage support.
- Fit-out and installation within theatres, non-traditional venues or converted buildings.
- Technical rehearsal and show integration periods.

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- Working with fabricators, contractors and suppliers including drawing interpretation and approvals.
- Procurement processes, BOQs, supplier negotiation and cost tracking.
- International Touring and creating of production packs and procedures to train partners and communicate efficiently in regards to a large scale production.
- Interfacing with building operations and venue teams.
- Operational handovers from build to running teams.
- International, cross-cultural or multi-stakeholder collaborations (beneficial but not essential).

Candidates may originate from theatre, events, attractions, themed entertainment, cruise entertainment, exhibitions, museums, festivals or venue opening backgrounds.

Technical Skills

Applicants should demonstrate proficiency in:

- Production scheduling and sequencing
- Reading/understanding technical drawings and design packages
- Understanding base-build to production interfaces (power, HVAC, data, audience infrastructure, life safety)
- On-site coordination during scenic/technical fit-up
- Knowledge of at least two technical disciplines such as:
 - Theatrical Lighting
 - Practical Lighting
 - Sound
 - Scenic fabrication
 - Electrical
 - Rigging
 - Show control/comms
- Production paperwork and workflows (RACI, RFIs, minutes, changelogs, trackers, tool box talks and inductions)
- Supplier and contractor coordination
- Operational handover documentation and run books
- Audience and performer safety considerations during running productions

Core Competencies

Successful candidates will demonstrate:

- Clear communication across creative, technical and operational teams

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- Risk anticipation and proactive problem solving
- Change control awareness
- Calmness under pressure during fit-up, rehearsals and openings
- Diplomacy and strong stakeholder management
- Collaborative working across different cultures and organisations
- Sound judgement in escalating issues vs resolving on site

This role suits someone who:

- Enjoys complex buildings, non-standard spaces and adaptive reuse environments
- Is energised by the intersection of production + operations + safety
- Likes to design systems that keep audiences and performers safe
- Enjoys being hands-on during fit-up and rehearsals
- Likes mentoring and transferring knowledge to local teams
- Is curious about immersive, even if they haven't delivered it before

DESIRABLE EXPERIENCE AND SKILLS

- Immersive, site-specific or promenade performance work
- Attraction or themed entertainment builds
- Venue openings and transitions from build → operations
- Working with consultants (fire, structural, acoustic, MEP, H&S)
- International deployment or cross-cultural teams
- Multilingual skills

Travel Requirement

Must be willing to travel internationally and spend extended time on location during build, rehearsal and opening phases.

Application Process

Interested applicants should submit a CV, cover letter and (if available) examples of relevant production work. Applications should be sent to workwithus@punchdrunk.com.

RECRUITMENT TIMELINE

Deadline for Applications: Applications close at 10:00am on Monday, 2nd March 2026.

Interviews: Week commencing 9th March 2026

Contract Start Date: w/c 23rd March 2026 (we will consider an early start date in April 2026)

Punchdrunk is an equal opportunity employer and welcomes applicants from all backgrounds.