**CRAIDD & THEATR CLWYD – UNDER MILK WOOD**

**TRAINEE LIGHTING & VIDEO DESIGNER INFORMATION PACK**

INTRODUCTION

Craidd is an ambitious sector-wide collaboration across five Welsh theatre organisations dedicated to transforming DDN (Deaf, disabled and neurodivergent) representation in mainstream theatre. Theatr Clwyd is the lead partner on this initiative and the forthcoming production of UNDER MILK WOOD will be the inaugural production in this partnership.

As part of the production we are offering placement opportunities in two areas of the production for talented theatre-makers (with a particular focus on Designers and Lighting / Video Designers) who have strong ties to Wales due to being born, raised or currently living in Wales and who identify as either Deaf, disabled and/or Neurodiverse. They will benefit from a unique and bespoke package of support at Theatr Clwyd through the Craidd initiative.

We will offer these theatre-makers the opportunity to engage deeply with our 2026 production of UNDER MILK WOOD by Dylan Thomas, directed by Kate Wasserberg. The theatre-makers will also have the opportunity to explore their creativity in dialogue with the Theatre Making team at Theatr Clwyd.

We will have two placements attached to this production –

1. Set & Costume Designer

2. Lighting & Video Designer

Alongside an Assistant Director on the production, this team will be able to offer peer support to each other and explore their own creativity and pathway through the industry. We appreciate how access into the creative industries remains a barrier for people and are working to support freelancers but also recognise the ongoing (and enhanced) barriers to forging and sustaining a career in the creative industries.

This placement will provide them with comprehensive and wide-ranging insights, alongside embedded knowledge and experience. We hope that the placement will provide them with creative and practical relationships to support their journey within the creative industry.

This opportunity recognises the need to support DDN theatre makers who work within these specific areas of theatre-making and provide them with access to industry-leading experts and an insight into the creation of a large-scale piece of work. They will have the opportunity to observe work being made within a mainstream theatre working environment for a theatre over 500 seats. Theatr Clwyd’s extensive Theatr Making Family of over 20 crafts-people create the productions in-house which offers the placement in an environment with significantly more resources and an increasingly rare experience for the theatres.

The placement will also enable them to gain in-depth knowledge of the running of a major regional producing theatre, to learn about the programming of Theatr Clwyd at this time and to gain a greater understanding of what it means to make work at this scale in the UK. They will also have a dialogue with the Director of Producing at Theatr Clwyd and the Head of Production at Theatr Clwyd as well as an insight into extensive making departments to further understand how to forge relationships and make the most of opportunities with other producing theatres.

Our ambition for the Trainee Lighting & Video Designer is to provide an exciting emerging (or re-emerging) Lighting & Video Designer with an in-depth experience that is not just focussed on the rehearsal process but also encompasses the range of ways a Lighting & Video Designer might work with a theatre to forge a sustainable career journey. It will provide an opportunity that is increasingly rare in the theatre landscape, and is something that Theatr Clwyd has a proven track record of delivering in a way that has a lasting impact on the theatre-maker’s journey and career opportunities.

This placement is open to theatre-makers who have strong ties to Wales due to being born, raised or currently live in Wales, who identify as Deaf, Disabled and/or Neurodivergent, are over the age of 18 who have a demonstrable background in working in lighting / Video areas of theatre and are looking to further develop their practice. We would also welcome applications from DDN theatre-makers who may be trying to come back into the industry after a period away – for whatever reason – and are looking to reintegrate into the theatre lighting & Video design world.

DATES

The placement runs from 26th January to 20th March 2026. The successful candidate will be expected to be present in the building full-time. Normal working hours will be 10am – 6pm, but there will be evening and weekend working, particularly during tech and preview weeks.

LIGHTING & VIDEO DESIGNER PLACEMENT

The candidate will receive a bursary to enable them to observe the process of creating the design for UNDER MILK WOOD by award-winning Lighting & Video Designers [Josh Pharo](https://team-artists.co.uk/joshua-pharo/) and [Sarah Readman](https://sarahreadman.com/).

The placement will include:

* Attendance at lighting / design meetings related to the production.
* Attendance at production meetings related to the production.
* At least two 1:1 meetings with the Lighting & Video Designers during the rehearsal process to understand their journey through the rehearsal process and production process.
* 2-3 week placement with Lighting Department at Theatr Clwyd to observe the planning and creation of the design and understand how this impacts on other areas of making in Theatr Clwyd.
* Observe rehearsals if this would be helpful to the recipient’s development and attend all rehearsals attended by the Lighting & Video Designers to understand their role in rehearsals and how this informs their planning.
* Be present through the build and technical rehearsals, observing the Lighting & Video Designers and working with the programmer and support electrician.
* Attend previews and discussions around the previews to implement any changes before Guest Night.
* A final 1:1 meeting with the Lighting & Video Designers after Guest Night to reflect on the process.
* The Trainee Lighting & Video Designer will also have the opportunity to meet with other departments in the theatre including our Making Team (Producers, Production Manager and Production Lead, Scenic Construction, Scenic Art, Sound dept).
* Access to different areas within Theatr Clwyd to fulfil the specific interests of the individual and support their development in understanding other areas of the theatre’s work.
* Support from the Craidd Agent for Change at Theatr Clwyd to support and develop their understanding of how they navigate the industry as a DDN theatre-maker.
* Support from the Director of Stiwdio Clwyd including a full evaluation of their placement, report writing and the creation of an Exit Strategy to support their on-going development.

As this is a pilot scheme, the recipient will be asked to take part in a full evaluation of the Scheme.

ACCESS

As part of the application process, we are asking you to let us know of any access support you may require to attend the interviews. This will not form part of the shortlisting and will only be read if you are shortlisted. You can either answer the question or provide an Access Rider.

If you are awarded the placement, we will work with you to support access needs. We will ask you to complete a “Work With Me” form and, if you have one, provide an Access Rider. We will work with you to help you feel comfortable and do your best work.

If you are in receipt of Access to Work we would expect you to use whatever is currently provided for you during the placement.

If access requirements mean that the budget provided is not sufficient we will assist you in making a claim for Access to Work.

We will also provide more detailed information on what to prepare for the day including sending the interview questions in advance. This information will be delivered in written format, but other formats will be available on request.

ESSENTIAL CRITERIA- WE ARE LOOKING FOR SOMEONE WHO:

* Has an active interest in theatre specific lighting and can demonstrate a commitment to lighting and / or video design and a passion for theatre making;
* Is organised, confident, flexible, calm and approachable with a positive and proactive attitude;
* Is a good team player who is willing to work collaboratively with the team around the show (creatives, actors, stage managers and Theatr Clwyd staff);
* Can demonstrate a passionate interest in the development of large-scale work;
* Can demonstrate a passionate interest in how Access and Inclusivity plays a key role in their creative practice;
* Has had some experience of lighting and / or video Design in a professional capacity;
* Be prepared to be involved with some hands-on practical work where suitable;
* Can demonstrate a keen interest in engaging with different communities and making work in collaboration with communities;
* Is based in or from Wales with a commitment to making work in Wales;
* Is over the age of 18 and not currently in education or formal training.

DESIRABLE CRITERIA

* A full, clean driving license.
* Fluent in the Welsh language.
* Experience of working alongside Creative Engagement teams and community outreach projects.

TIMELINE

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| 3rd November | Deadline for applications |
| 12th November | 4 shortlisted candidates will be contacted and invited to interview. |
| w/c 24th November (exact date TBC) | Shortlisted candidates will be invited to attend and observe the Final Design Meeting for UNDER MILK WOOD. Following this meeting, interviews will be held with Lighting & Video Designers Josh Pharo and Sarah Readman, a member of the Making Team at Theatr Clwyd and a member of the Craidd team |
| 28th November | Successful candidate will be informed and on-boarding process commences |
| 26th January 2026 | Rehearsals start on UNDER MILK WOOD  Induction Week at Theatr Clwyd |
| Weeks commencing 2nd / 9th / 16th February | Placement in Lighting Department at Theatr Clwyd |
| Weeks commencing 16th / 23rd February | Attendance at rehearsals will be subject to discussion with Lighting & Video Designers as to when would be most useful and impactful to Trainee Designer’s development – expected to be up to one week of attendance |
| 2nd  - 7th March 2026 | FIT UP / TECH WEEK & Planning Meetings for Installation – full-time Placement at Theatr Clwyd |
| 9th – 14th March 2026 | TECH WEEK / PREVIEWS & Planning / collaboration for Installation – full-time Placement at Theatr Clwyd |
| Week commencing 16th March 2026 | PREVIEWS & GUEST NIGHT |
| 19th March 2026 | Final Meeting with Lighting & Video Designers  Attendance at Guest Night for UNDER MILK WOOD |
| 20th March 2026 | Completion of Evaluation Report and Exit Strategy Meeting with Craidd and Stiwdio Clwyd  Placement finishes |

While the placement is full-time, Theatr Clwyd will discuss reasonable adjustments with the successful candidate to ensure that they can benefit from the scheme. There will be clear opportunities to work remotely and this can be discussed during interview and during the placement.

BURSARY

We are able to offer the Under Milk Wood Trainee Lighting & Video Designer a buy-out bursary payment of £5,150.00

Theatr Clwyd will also support the placement with a travel and subsistence budget of £2,970.00

This budget will be managed by Theatr Clwyd and the trainee will be reimbursed on presentation of receipts for expenses.

The fee will be made as a bursary payment in four instalments. The applicant will have to be responsible for their own NI and Tax Payments. If they are not set-up as self-employed, Theatr Clwyd can support them to do this.

TO APPLY

For information on how your application will be scored and the shortlisting process, please refer to the FAQs on the website.

To apply for this bursary, please send us the following –

* An up to date CV (no more than one side of A4)
* A link to your website or portfolio of work
* Why do you feel this would be useful at this point in your journey, how will this production support your development as a lighting and / or Video designer and what would you hope to learn from this placement? (300 words / up to 3 minutes of video)
* What lighting and / or Video design or designer has influenced you and why? (200 words / up to 2 minutes of video)

Please also include details of any access needs to support you to attend the interview if you are shortlisted – please note this will not be considered as part of the shortlisting process and is purely to ensure we can put any support in place in a timely manner.

Please also include details of two references– ideally a creative collaborator and a Director, Lighting Designer or Producer you have worked with – though we will only approach these with your consent if we take your application through to the latter stage of the process.

We can accept either written or video applications.

We can also accept applications in Welsh and in BSL.

Please submit your application to – [stiwdio@theatrclwyd.com](mailto:stiwdio@theatrclwyd.com)

DEADLINE FOR APPLICATIONS – 6pm on 3rd NOVEMBER 2025