



# CHART OF COMPETENCIES

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**GENERAL STAGE  
TECHNICIANS  
(STAGE HANDS)  
(with proficiency levels)**

# A General Stage Te

There is a significant diversity of live productions, and the potential for a wide range of occupational titles, for those performing the tasks of a stage technician. The term 'stage technician' also represents a job category, therefore including a certain number of specialties : for instance, lighting and sound technicians both belong to this job category.

This analysis strictly focuses on the position of general stage technician. General stage technicians are also commonly referred to as "stage hands". They work in theatre, dance, opera, circus, film/television, and musical concerts. Their primary tasks are to load in, set up, run, strike and load out the production elements for live entertainment productions. They learn most of their skills on-the-job.

This document presents the outcomes of an occupational analysis for GENERAL STAGE TECHNICIANS. It identifies the combined competencies that make up the work of General Stage Technicians.

This exercise has been initiated and coordinated by the Cultural Human Resources Council (CHRC) thanks to the financial support of the Government of Canada's Sector Council Program.

The Cultural Human Resources Council ([www.culturalhrc.ca](http://www.culturalhrc.ca)) is a national organization dedicated to strengthening Canada's cultural workforce and improving the HR environment within the cultural sector. It strives to be at the centre of vision and forward thinking in the area of cultural human resources development. CHRC members include self-employed artists, cultural workers and arts organizations from the many disciplines which comprise the sector.

This Chart of Competencies is to be used in conjunction with the Competency Profile for GENERAL STAGE TECHNICIANS.

The Competency Chart and Profile can be used by individuals to evaluate their own skills and to determine areas where they should pursue additional training. On a corporate level, this material can be applied in defining job profiles, developing competency-based professional development programs, negotiating and customizing training programs, developing career planning programs, recruitment profiles and individual position descriptions.

Job Classification: Entry-Level Advanced

Rating Scale

4	Must be able to perform this skill satisfactorily with adaptability to special problem situations and the able to lead others in performing it
3	Must be able to perform this skill satisfactorily without assistance and/or supervision
2	Must be able to perform this skill satisfactorily although he/she will require periodic assistance and/or supervision
1	Must be able to perform some parts of this skill satisfactorily but will require assistance and/or supervision to perform the entire skill



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## PROFESSIONAL COMPETENCIES :

### A. LOAD IN/LOAD OUT PRODUCTION ELEMENTS

- 3 1. Direct truck docking
- 2 4 2. Load/unload trucks
- 2 3 3. Position production elements on site/venue

### B. ASSEMBLE/DISASSEMBLE PRODUCTION ELEMENTS

- 1 3 1. Interpret technical drawings and documents
- 1 2 2. Set up and strike scaffolding and staging
- 2 4 3. Coil and run cable and rope
- 2 4. Distribute power
- 1 3 5. Perform visual inspection of production elements
- 1 3 6. Dress and mask production elements

### C. ASSEMBLE/DISASSEMBLE STAGE CARPENTRY ELEMENTS

- 2 1. Set up and strike rigging elements
- 1 3 2. Set up and strike soft goods and masking
- 1 2 3. Set up and strike flown elements
- 1 2 4. Set up and strike stairs, ramps, balconies and platforms
- 2 2 5. Set up and strike automation systems
- 1 2 6. Set up and strike floors, decks and traps
- 2 3 7. Set up and strike flattage (walls)
- 1 2 8. Set up and strike set pieces

### D. ASSEMBLE/DISASSEMBLE LIGHTING ELEMENTS

- 1 3 1. Lay out lighting position
- 2 2. Set up and strike dimming and control systems
- 1 2 3. Assemble lighting, truss, booms, etc.
- 3 4 4. Hang, position and strike fixtures and accessories
- 2 3 5. Plug in fixtures and accessories
- 2 3 6. Focus conventional fixtures
- 2 2 7. Set up and strike follow spots

### E. ASSEMBLE/DISASSEMBLE SOUND AND AUDIO-VISUAL ELEMENTS

- 1 2 1. Set up and strike speakers
- 1 2 2. Set up and strike consoles
- 1 2 3. Set up and strike racks
- 2 3 4. Set up and strike microphones, stands and related equipment
- 1 5. Set up and strike ancillary equipment
- 1 2 6. Set up and strike intercommunication systems
- 1 2 7. Set up and strike projectors
- 1 2 8. Set up and strike projection screens and video displays
- 1 2 9. Set up and strike video equipment
- 1 1 10. Interconnect system components

### F. ASSEMBLE/DISASSEMBLE PROPS ELEMENTS

- 2 3 1. Position, organize and secure props
- 2 3 2. Set up and strike wardrobe and performers requirements
- 1 3 3. Lay floor coverings
- 2 3 4. Set up and strike furniture, hand props and decor
- 2 5. Handle weapons
- 1 3 6. Set up and strike orchestra physical elements
- 1 3 7. Set up and strike musical instruments/band gear

# chnician must be able to...

- 1  2 8. Prepare food and beverages
- 2  3 9. Clean and maintain performance area

## G. ASSEMBLE/DISASSEMBLE SPECIAL EFFECTS

- 1  3 1. Set up and strike atmospheric special effects
- 1  2 2. Set up and strike mechanical special effects
- 1  2 3. Set up and strike live sound special effects
- 1  2 4. Set up and strike pyrotechnic special effects
- 1  2 5. Set up and strike fire and flame special effects

## H. EXECUTE REHEARSALS AND PERFORMANCES

- 3  3 1. Identify chain of command
- 2  3 2. Identify required tools, equipment and techniques
- 2  3 3. Record notes for cue sheets/check lists
- 2  3 4. Set/identify spike marks
- 3  4 5. Perform pre-show duties
- 3  4 6. Execute cues
- 3  4 7. Make adjustments/modifications
- 3  4 8. Perform post-show duties

## I. TROUBLESHOOT PRODUCTION ELEMENTS

- 1  2 1. Check production elements
- 3  3 2. Report problem
- 1  3 3. Determine course of action
- 2  3 4. Implement solution

## J. MAINTAIN/REPAIR PRODUCTION AND VENUE ELEMENTS AND EQUIPMENT

- 1  2 1. Maintain/repair stage carpentry elements
- 1  3 2. Maintain/repair lighting equipment
- 1  3 3. Maintain/repair audio-visual and sound equipment
- 1  2 4. Maintain/repair props
- 1  2 5. Maintain/repair special effects

## K. OPERATE TOOLS AND EQUIPMENT

- 1  3 1. Operate material handling equipment
- 1  3 2. Operate personnel lifts
- 3  3 3. Use ladders
- 1  3 4. Use scaffolds
- 2  3 5. Operate intercoms and walkie-talkies
- 3  3 6. Use personal protective equipment
- 1  3 7. Use fall protection equipment
- 1  2 8. Operate rigging equipment
- 2  3 9. Use knots and ropes
- 1  1 10. Operate sound, lighting and automation consoles
- 1  2 11. Operate fly systems
- 1  3 12. Operate follow spots
- 1  2 13. Operate special effect devices
- 3  3 14. Use general purpose hand tools
- 3  3 15. Operate conventional power tools
- 1  2 16. Use testing equipment
- 1  2 17. Operate soldering equipment
- 1  2 18. Use specialty tools
- 1  2 19. Use wardrobe tools and equipment
- 2  2 20. Use fasteners
- 1  2 21. Use adhesives, fillers, paints and solvents
- 1  2 22. Use paint equipment
- 2  3 23. Use cleaning equipment
- 1  2 24. Operate food preparation equipment

## L. COMPLY WITH LAWS, REGULATIONS, POLICIES AND BEST PRACTICES

- 3  3 1. Ensure safe work environment
- 3  3 2. Execute emergency procedures
- 3  3 3. Comply with fire code
- 3  3 4. Comply with electrical code
- 3  3 5. Comply with fall arrest
- 3  3 6. Comply with firearms and pyrotechnics regulations
- 3  3 7. Comply with WHMIS
- 3  3 8. Comply with compressed gas regulations
- 3  3 9. Comply with occupational health and safety laws and regulations
- 3  3 10. Comply with employment standards and contracts
- 3  3 11. Comply with HR policies
- 1  3 12. Follow industry/venue best practices

And to accomplish the previously described professional competencies, A GENERAL STAGE TECHNICIAN must be able to...:

## GENERAL COMPETENCIES :

### M. DEMONSTRATE COMMUNICATION SKILLS

- 1. Speak in a clear and concise manner
- 2. Practice active listening
- 3. Use/interpret hand signals
- 4. Take notes
- 5. Label equipment
- 6. Practice head set protocol
- 7. Practice radio protocol
- 8. Share and transfer knowledge and expertise

### N. DEMONSTRATE PERSONAL SKILLS

- 1. Take direction
- 2. Practice stage etiquette
- 3. Demonstrate situational awareness
- 4. Function as part of a team
- 5. Demonstrate analytical skills
- 6. Demonstrate mechanical aptitude
- 7. Demonstrate sensitivity to artistic work
- 8. Demonstrate physical and mental stamina and endurance
- 9. Practice punctuality
- 10. Meet deadlines
- 11. Practice self-discipline
- 12. Practice personal hygiene
- 13. Recognize one's physical limitations
- 14. Work at heights
- 15. Work in confined spaces
- 16. Work in the dark
- 17. Demonstrate problem solving skills
- 18. Exercise creative thinking
- 19. Demonstrate a sense of humour
- 20. Maintain concentration
- 21. Pay attention to details
- 22. Prioritize
- 23. Demonstrate flexibility, adaptability and availability
- 24. Respect others' physical limitations
- 25. Stay current