

THEATRE OPERATIONS MANAGER

Classification:	Supervisory Administrator
Salary Range:	24
Retirement Type:	PERS*
Board Approved/Revised:	December 16, 2025

KEY ROLES/RESPONSIBILITIES:

Under general direction of an assigned administrator, serve as the primary technical production manager and exercise leadership of the areas assigned providing functional supervision over assigned positions. Implement the department's vision and develop, organize and implement goals and objectives; plan, develop, organize schedule, direct, improve and evaluate assigned programs, services, and activities; and provide oversight, development, and coordination of all elements of the areas assigned, including front and back of the house operations in the Marsee Auditorium, Campus Theatre, Haag Recital Hall, theatre/music/dance department performances, campus events, rentals, and community events. Provide oversight of all technical and production elements from pre-production planning through performance execution. Manage front-of-house operations including ticket office staff and audience services. Establish and track budgets for performances. Supervise and evaluate assigned staff.

Foster a culture of collaboration, mutual respect, innovation, and continuous improvement throughout the assigned program, department, and division; lead by example; actively participate in and support College-wide shared governance components and activities and other collaborative processes; encourage professional excellence among assigned staff; and promote, foster, and facilitate an organizational culture of customer service, teamwork, and innovation.

SUPERVISION RECEIVED AND EXERCISED:

- Receive general direction from assigned administrator.
- Supervise, motivate, and evaluate the performance of assigned staff, interview and select employees; recommend promotions, transfers, reassignment, termination, and disciplinary actions to the assigned reporting level.
- Review and recommend staffing patterns, approve goals and performance objectives for personnel.
- Provide consistent direction in administering the collective bargaining agreements with faculty and classified employees; understand and interpret agreements for faculty and staff as directed.
- Foster a culture of sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, linguistic, ethnic backgrounds and disabilities of community college students, faculty, and staff.

REPRESENTATIVE DUTIES:

The following duties and responsibilities are typical for this position. Incumbents may not perform all the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

I. LEADERSHIP

1. Lead, direct, and manage the planning, development, organization, scheduling, direction, performance, and evaluation of programs and services of assigned departments. Articulate a clear vision of assigned program, including services, applications, and benefits provided. Lead and manage change within assigned program, department and across the Division as directed.
2. Actively participate in long-range planning, program review, and resource development activities. Promote transparency within and among assigned department.

3. Participate actively in the life of the College, including operational processes and initiatives, by serving on College committees, workgroups, task forces, and councils as assigned.
4. Strengthen quality educational and support services to promote and empower student learning, success, and self-advocacy. Prepare and implement the program's budget.
5. Enhance innovation and participation in issues related to areas of assignment to ensure ongoing sustainability of the College.
6. Support student learning using a variety of effective instructional methods, educational technologies, and college resources.
7. Be accountable for effective and efficient utilization of resources. Control and authorize expenditures in accordance with established guidelines. Measure and assess outcomes. Identify opportunities for improvement within assigned areas and implement actions to strengthen services to students and the campus community.
8. Support and promote College initiatives including Diversity, Equity, Inclusion, Accessibility, and Anti-racism.
9. Serve as Campus Security Authority (CSA) for Clery Act reporting requirements. Maintain up-to-date certification for CSA status.

II. FUNCTIONAL RESPONSIBILITIES: College Level

1. Provide effective oversight and ongoing guidance over all aspects of the program assigned, including resource planning, budgeting, tracking, and reporting. Provide technical expertise as directed.
2. Monitor and improve the delivery of services throughout the program assigned. Promote an effective work environment that supports high performance teamwork, continuous improvement, and ongoing sustainability of College resources.
3. Support the fiscal integrity of the College to promote and empower student learning, success, and self-advocacy.
4. Participate in grievances, disciplinary meetings, legal matters, and other employment related activities within areas assigned. Be alert for and effectively manage trouble spots in assigned service areas.
5. Provide timely operational, technical, and functional information to the Department and Division Heads, Vice President, and other College administrators, as directed. Interpret routine policies and regulations and recommend appropriate courses of action in unusual and complex circumstances. Demonstrate effective stewardship through continuous monitoring and reporting of resource needs, deployment, and utilization.
6. Ensure that all programs, services, activities, events, and experiences demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, linguistic, disability, and ethnic backgrounds of community college students, faculty, and staff.

FUNCTIONAL RESPONSIBILITIES: Job Level

1. Plan, oversee and produce various department shows from pre-production through opening and closing of the performance. Conduct meetings and participate in selection of plays for all theatre department seasons. Oversee all technical production elements including lighting systems, sound systems, rigging and fly systems, scenic construction, stage equipment and backstage operation for all theatre venues. Manage technical design and implementation process including lighting design, sound design, set construction supervision and technical rehearsals coordination; ensure compliance with industry safety standards and venue specifications.
2. Analyze and determine technical labor and supply budget for academic productions, campus events and rentals. Administer budgets; track expenditures, issue purchase requisitions and consultant agreements, and initiate budget transfers as needed.
3. Oversee the scheduling of events for all theatre venues. Schedule both production staff and front-of-house personnel for events, rehearsals and work calls. Oversee ticket office operations, ticketing software/vendor, policies, and reconciliations.
4. Meet with prospective renters and college clubs to determine feasibility of accepting, scheduling, and crewing their production or event. Conduct meetings with facilities rental team; create billing for backstage and front-of-house labor; conduct tours of theatre facilities to prospective users.
5. Supervise and evaluate the performance of assigned staff; interview and select employees and recommend transfers, reassignment, termination and disciplinary actions; assign duties to full-time staff and part-time crew for productions, special projects, and repair and maintenance activities. Train staff on technical systems, safety protocols, customer service standards, accessibility requirements, emergency procedures and venue policies. Prepare and submit payroll forms for full-time and hourly staff. Supervise event coordination for all theatres and manage front-of-house staff. Coordinate student worker/volunteer programs supporting theatre operations.
6. Communicate with administration, staff and contractors to coordinate activities and programs, resolve issues and conflicts and exchange information. Serve as a liaison between faculty, directors and technical staff for academic productions.

7. Research technical theatrical equipment for rental and purchase for productions; compile bids from vendors on major purchases; work with Purchasing Department on requisition, purchase, and timely delivery of equipment.
8. Develop and implement revenue generation strategies including ticket sales optimization, grant applications, fundraising initiatives and identification of additional revenue streams.
9. Assist faculty in planning and preparing entries into the theatre festivals. Prepare memos, applications, and other materials.
10. Support faculty in creating and maintaining pre-apprenticeship opportunities for students in technical theatre disciplines leading to registered apprenticeships.
11. Develop and enforce operational policies and procedures for audience services. Ensure excellent patron experience and ADA compliance for all venues. Attend a variety of meetings as assigned.

III. RELATIONSHIPS

1. Advance an effective process of collaboration and collegial consultation conducted with integrity and respect to inform and strengthen decision-making.
2. Work closely with other departments within the Division and across the College to foster and facilitate a seamless student experience and increase student success.
3. Work cooperatively and communicate effectively with College administrators and staff, representatives of State and federal agencies, educational institutions, social service organizations, community representatives, and others to coordinate and implement assigned programs and activities and provide information to others.
4. Attend a variety of administrative and staff meetings related to strategic planning, budget, advisory committees, and other assigned activities; participate in consultation, shared governance, and appropriate advisory committee meetings. Chair committees as assigned.
5. Maintain and encourage effective communication with assigned staff by holding regular staff meetings. Provide timely information to staff about issues, programs, and practices affecting the department, Division, and the College.
6. Network with professional colleagues inside and outside of the College. Attend workshops and professional conferences to stay informed of new developments and technologies; serve on a variety of campus, community, and state committees; meet with representatives of business, industry, and local government as appropriate.
7. Participate as an active member of the Department's management team.

IV. ORGANIZATION MANAGEMENT

1. Maintain up-to-date knowledge of the regulations, policies, requirements, and eligibility criteria for assigned programs and ensure compliance with the College's policies, procedures, and practices.
2. Strengthen processes, programs, and services through the effective and efficient use of assessment, program review, planning, and resource allocation. Implement priorities in conjunction with the College's comprehensive planning and budgeting guidelines. Implement an organizational structure that maximizes utilization of resources and ensures effective and efficient delivery of services.
3. Train, supervise, motivate, and evaluate the performance of assigned managerial, professional, operational, technical, and support personnel; recommend transfers, reassignment, termination, and disciplinary actions as needed; delegate and review assignments; evaluate work products and results, implement appropriate procedures to accommodate need for information and assistance; establish and monitor timelines and prioritize work. Monitor employee performance on a regular basis and provide coaching for performance improvement and/or development as needed. Anticipate, prevent, and resolve conflicts under areas of supervision.
4. Implement plans for efficient and appropriate use and security of assigned facilities; ensure compliance with health and safety regulations.
5. Work with Information Technology personnel on a continual basis to enhance and improve relevant computer systems. Learn and apply emerging technologies to perform duties and provide services in an efficient, organized, and timely manner. Work to modernize infrastructure and technological resources to facilitate a positive learning and working environment and promote student success.
6. Perform other duties as assigned.

MINIMUM QUALIFICATIONS:

Education: Bachelor's degree from an accredited college or university in theatre arts, theatre production, technical theatre or related field.

Experience: Five (5) equivalent years of full-time theatre production experience.

DESIRED QUALIFICATIONS:

- **Desirable Education:** Master's degree from an accredited college or university in theatre arts, theatre production, or related field.
- **Desirable Experience:** Five (5) – Ten (10) equivalent years of full-time increasingly responsible theatre production experience.

Knowledge/Areas of Expertise: College Level

- Community college organization, operations, policies, and objectives, including specific policies and procedures of El Camino College covering the departments or units supervised.
- Specific needs and interests of community college students.
- Principles of business administration, management, marketing, and record keeping.
- Effective organizational and management practices pertaining to the analysis and evaluation of projects, programs, policies, procedures, department performance metrics, and operational needs.
- Effective fiscal management strategies, including understanding of budget concepts, principles, and practices, and effective budget administration and control.
- Effective financial reporting and record keeping.
- Appropriate risk management strategies, safety precautions, and procedures.
- Principles of communicating and collaborating effectively with diverse students, faculty, staff, and administration.
- Effective methods for conflict resolution and crisis management.
- Effective change management principles and practices.
- Assist Marketing and Communications with the development of marketing, promotion, and public relations techniques. Preparation, publication, and distribution of informational and promotional materials related to areas assigned.
- Effective written and oral communication skills. Effective interpersonal skills using tact, patience, and courtesy. Effective collaboration, communication, and consensus-building techniques.
- Effective needs assessment methods and project management practices. Effective data management, record-keeping, and reporting techniques. Understanding of key performance indicators, goals, and measurable objectives and how to implement them.
- Effective leadership, administration, organizational planning, supervision, training, and analysis techniques applied to the assigned administrative area. Comprehensive understanding of the principles and practices of effective supervision, training, motivation, and performance evaluation.
- Computer systems and software applications related to areas of assignment, including capabilities and limitations. Modern office practices, procedures, and equipment. Operation of computer, peripherals, and software programs, including information systems, database management, spreadsheet, word processing and specialized software.
- Proficient level operation of a computer and assigned software, including proficient level use of common office software such as: Excel, Access, Word, Outlook, and PowerPoint.
- Technological advancements and their application to the assigned areas of responsibility.

Knowledge/Areas of Expertise: Job Level

- Technical theatre production and front-of-house procedures, policies and operations in both and professional settings.
- Royalty regulations for play productions.
- Expert knowledge of technical theatre production including lighting design and operation, sound engineering, rigging and fly systems, scenic construction, stage management protocols and technical safety standards.
- Venue management and event coordination.
- Operation and applications of computerized ticketing system, computer networks, printers and peripheral equipment.
- Budget development and administration preparation and control.
- Accounting principles, practices and procedures for ticket sales and receipt of revenues.
- Theatre terminology, union rules and other laws, rules and regulations regarding assigned activities.
- Stage management procedures and production crew operations.
- Interpersonal skills using tact, patience and courtesy.
- Business software and hardware experience.
- ADA requirements for performance.

- Excellent oral and written communication skills.
- Principles and practices of administration, supervision and training.
- Operation of a computer and assigned software.

Abilities/Skills: College Level

- Represent the College in a manner that reflects a positive image of services and support provided.
- Demonstrate sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, linguistic, disability, and ethnic backgrounds of community college students, faculty, and staff. Relate effectively to people of varied academic, cultural, and socio-economic backgrounds using tact, diplomacy, and courtesy.
- Establish and maintain cooperative and effective working relationships with a wide diversity of students, faculty, staff, and community members in an atmosphere of collegial decision-making and consensus-building. Work effectively and collaboratively in a diverse college environment, as well as within a community college system.
- Establish and maintain cooperative and effective working relationships with others. Listen effectively. Communicate respectfully with people of diverse cultures, languages, abilities, etc. Work effectively with others to build consensus and gain cooperation through discussion and persuasion to achieve common goals.
- Provide effective customer service and end-user satisfaction. Respond promptly to requests and inquiries from the public. Effectively resolve complex problems.
- Work independently with limited administrative oversight and direction. Adhere to ethical principles and practices, consistently exercise good judgment, and make effective decisions. Demonstrate flexibility and creativity in accomplishing work and resolving problems.
- Meet assigned schedules and timelines. Effectively manage the stress of working under tight timelines.
- Maintain confidentiality and act with discretion. Maintain the security of confidential materials.
- Travel to meetings and events on and off campus as required. Observe legal and defensive driving practices when operating a motor vehicle on campus or on official business.
- Utilize effective planning and organizational skills. Analyze problems, identify alternative solutions, anticipate consequences of proposed actions, and implement effective solutions in support of goals.
- Administer and control the budget for program areas as assigned.
- Read, understand, interpret, and apply technical and legal information effectively. Analyze, interpret, communicate, and enforce applicable federal, state, and local laws, regulations, rules, policies, administrative data, and related materials. Interpret, apply, and explain rules, regulations, policies, and procedures in a variety of procedural situations for areas assigned.
- Collect, compile, and analyze data. Prepare comprehensive narrative and statistical reports. Direct the maintenance of a variety of reports and files related to assigned activities. Prepare and maintain accurate and detailed records and reports related to the area supervised. Prepare analytical reports, proposals and other written plans for the College, Board of Trustees, Chancellor's Office, and other outside agencies as assigned. Assist in related research and evaluation activities as required.
- Utilize effective oral and written communication skills, including business letter writing, report preparation, and public speaking. Utilize appropriate English usage, composition, grammar, spelling, punctuation, and vocabulary.
- Communicate clearly, concisely, and effectively with diverse constituencies within and outside of the College, both orally and in writing. Prepare and present effective oral and written reports, press releases, and promotional materials as required. Prepare and deliver effective presentations as requested.
- Utilize effective planning and organizational skills. Plan, organize, coordinate, and direct work to maximize efficiency and effectiveness. Prepare work plans, implement schedules, and consistently meet reporting timelines. Effectively delegate authority and responsibility. Provide guidance and assistance to the functional and operational areas within the assigned Department.
- Utilize effective leadership, counseling, and modeling skills. Encourage professional excellence among employees and promote an organizational culture of customer service, teamwork, and innovation.
- Effectively train, direct, supervise, motivate, and evaluate the performance of assigned staff. Facilitate effective staff meetings and group discussions and involve staff in idea generation, goal setting, and decision making.
- Work effectively within a unionized environment.
- Operate a variety of office equipment including a computer. Use automated systems to maintain records, collect data, and generate reports.

Abilities/Skills: Job Level

- Supervise and evaluate the performance of assigned personnel.
- Supervise the use and maintenance of the computerized ticketing system.

- Develop financial and statistical reports, and related marketing activities.
- Prepare and administer budgets related to theatre personnel, supplies and equipment, front-of-house operations in an effective and business-like manner.
- Develop quality customer service standards.
- Communicate effectively both orally and in writing.
- Interpret, apply and explain rules, regulations, policies and procedures.
- Establish and maintain cooperative and effective working relationships with students, faculty, staff and the general public.
- Operate a computer and assigned office equipment.
- Analyze situations accurately and adopt an effective action plan or resolution.
- Meet schedules and deadlines.
- Work independently with little direction.
- Plan and organize work.

WORK ENVIRONMENT AND PHYSICAL DEMANDS:

The work environment and physical demands described here are representative of those required by an employee to perform the essential functions of this job successfully. ***Note: Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.***

Work Environment

Standard office setting. Duties are performed primarily in an office environment while sitting at a desk or computer workstation. Incumbents are subject to extensive contact with students, faculty, and staff with frequent interruptions, noise, and demanding timelines. At least minimal environmental controls to assure health and comfort. May involve working non-standard, evening, and weekend hours.

Physical Demands

Incumbents regularly sit or stand for long periods, travel short distances on campus on a regular basis, travel to various locations to attend meetings and conduct work, use hands and fingers to operate an electronic keyboard or other office machines, reach with hands and arms, speak clearly and distinctly to answer telephones and to provide information; see to read fine print and operate computer; hear and understand voices over telephone and in person; and lift, carry, and/or move objects weighing up to 25 pounds.

** Previous employment performed in a different public retirement system may allow eligibility to continue in the same retirement system.*