

Junior Production Technician (AV)

Introduction:

The Junior Production Technician sits within the technical delivery team at 21CC Group and supports the preparation, installation, operation and maintenance of technical equipment across our events. Working closely with our Production Technicians and wider delivery team, this role supports day-to-day technical delivery, ensuring equipment is prepared, deployed and operated on site to a high standard. This is a hands-on role, primarily based on site and in the warehouse (approx. 90%), with some office-based activity (approx. 10%) as required, supporting build, operation and de-rig across a wide range of live events.

Company Director → Production Director → Head of Technical Production → Delivery Team

The Company:

21CC Group is a leading technical production and AV company delivering creative and specialist solutions across live events, festivals, public-realm installations and brand activations across the UK. Founded in 2000, we are a fully integrated event management and technical service delivery business, working across projects ranging from large-scale public events to corporate functions. With a focus on quality, safety and well-planned delivery, we pride ourselves on strong technical capability, professionalism and a collaborative team culture.

Role Overview:

As a Junior Production Technician, you will support the technical delivery of events across audio, lighting, AV, rigging and special effects. This is a development role designed for someone looking to build a career in technical production, gaining hands-on experience across all aspects of live event delivery. You will work as part of a team, learning from more senior technicians and managers, while developing your technical skills, knowledge and confidence on site and in the warehouse.

Key Responsibilities:

- Technical Requirements & Event Preparation:
 - Assist with the preparation, testing and basic maintenance of technical equipment.
 - Support the loading and unloading of vehicles for events.
 - Help ensure equipment is organised, labelled and ready for use.
 - Assist with basic technical setup under supervision.
- Event Delivery & On-Site Operations:
 - Assist with build and de-rig on site, following direction from senior team members
 - Support the operation of technical equipment during events where required.
 - Help maintain a clean, safe and organised working environment on site.
 - Follow instructions and contribute to smooth and efficient delivery.
- Team Support:
 - Work as part of the wider technical team to support delivery across all projects.
 - Take direction from Technical Production Managers and senior technicians.
 - Be willing to learn, ask questions and develop skills across different disciplines.
- Health & Safety:
 - Follow all health and safety procedures on site and in the warehouse.
 - Use equipment correctly and safely.
 - Support safe working practices across all stages of delivery.
- Equipment Management & Resource Support:
 - Assist with the preparation, maintenance and storage of equipment.

- Help keep the warehouse organised and operational.
- Support basic stock control and equipment handling.

Your Experience:

- Interest in technical production, AV or live events.
- Willingness to learn and develop new skills.
- Ability to work as part of a team in a fast-paced environment.
- Positive attitude and strong work ethic.
- Full UK driving licence (or working towards).

Desirable:

- Some experience in events, theatre, AV or technical environments.
- Basic understanding of audio, lighting or AV equipment.
- Experience working on-site or in hands-on roles.

The Ideal Candidate:

Someone who is reliable, hard-working and keen to build a career in technical production. You take pride in your work, listen well, and are willing to learn from others. You are comfortable working in a hands-on environment and enjoy being part of a team delivering live events.

Additional Skills:

- Good timekeeping and organisation.
- Willingness to work evenings and weekends as required.
- Ability to work in physically demanding environments.
- Positive attitude and ability to work under pressure.

Employee Benefits:

- Flexible working hours
- TOIL / paid overtime in line with company policy
- 30 days of holiday per year (including bank holidays, with 5 allocated by the company), plus one additional day's leave for your birthday each year.
- Private Healthcare Scheme
- Company Life Insurance Scheme
- Company pension scheme
- Access to ongoing training, development opportunities, and industry events.
- Discretionary bonus scheme, based on company performance

Salary:

- Base Salary is £28,000 to £30,000 depending on experience.
- Based on a full-time 40-hour working week across Monday to Sunday, including evenings as required, and with 2 days off a week.
- Annual salary review in line with company policy.
- We're open to discussing salary for exceptional candidates with the right experience.