



Job Title: Lighting Design Associate
Reports To: Director of Production / Lighting Supervisor / Lighting Designer(s)
Supervises: None
Works closely with: Head Electrician, Lighting Crew, Designers and Directors

Summary:

Located in Indianola, Iowa the company will produce three exciting new productions in a summer repertory schedule, within the intimate 467-seat theatre at the Blank Performing Arts Center. Our 54th season consists of 3 mainstage productions with 2 new productions being built specific for DMMO's stage and the third built as a major co-production. DMMO is one of America's boldest Opera Companies (as reported by the New York Times) and was nominated for its 2024 season for an International Opera Award. Join our team in this a critical role to work on some of the most challenging, bold, intense, visually stunning, complex and rewarding productions of your career!

Des Moines Metro Opera is looking for a **Lighting Design Associate** to join us for the 2026 Festival Season. As the Lighting Design Associate (LDA) you will work with the lighting designer(s) on the creation of lighting plots, paperwork, focus – as well as creating the lighting rental package with the lighting supervisor. You will be responsible for coordinating and facilitating the needs of lighting designer(s) designs and communicating those needs to production management as well as the electrics team.

As an Equal Opportunity Employer, Des Moines Metro Opera celebrates diversity and inclusion. We do not discriminate against any employee or job applicant on the basis of race, color, religion, national origin, creed, gender identity, sexual orientation, pregnancy, disability, age, veteran status, political affiliation or philosophy. All qualified applicants are encouraged to apply.

Principle Duties and Responsibilities:

The below responsibilities are no means a complete list of tasks/responsibilities.

- Oversee the creation of the season repertory lighting plot in conjunction with the lighting designers and the lighting supervisor. Provide assistance to the lighting designer(s) and lighting design associate related to design limitations and opportunities.
- Oversee the preparatory work for all electrics and lighting systems (including practicals) and advise the Lighting Supervisor and Head Electrician of plans and requirements.
- Maintain the designs by coordinating and informing the Head Electrician of the needs.
- Be an liaison with designers / directors as needed.
- Compete focus as able to on own without the need of the designer(s) and confirm these details in advance.
- Working with media teams (IPBS) to make adjustments for their needs and to maintain the show for the in-person audience.
- Documentation as needed to maintain the design of the production.
- Strive for a work place that is; team-focused, creative, positive, professional and solution based – encouraging all members of the team.
- Other such typical duties normally associated with the roles of an assistant lighting designer.

Dates of in Person Employment:

Arrival Date:	Sunday, May 10, 2026 by 5:00pm
First Work Day:	Monday May 11, 2026
Last Work Day:	Saturday July 4, 2026 (opening of the last opera)

Some, paid, advance work will be required prior to in-person employment.

Some flexibility for the right candidate can be accommodated.



Compensation:

Base pay rate, per hour:	\$17 - \$24
Overtime pay rate, per hour (after 40):	1.5x the hourly rate

Pre-production work paid at the base rate

\$350 travel stipend to be paid upon arrival.

DMMO is open to adjusting this position to be a 1099 contracted position.

DMMO will provide single occupancy air-conditioned room in shared housing during the festival season.

Skills and Knowledge:

Any Combination of education and experience providing the required skill and knowledge for successful performance would be qualifying.

Typical qualifications would be equivalent to:

- Previous experience as an assistant lighting designer.
- 3+ years experience (after school) working in a theatre environment is needed to meet the top wage.
- Excellent verbal and written communication skills, with the ability to tailor to the needs of the listener/reader.
- Proven leadership ability with-in a diverse, multi-generation workforce.
- Experience working in a repertory production format is an asset.
- Experience working in a fly house is an asset.

Physical Requirements and Working Conditions:

- Ability to sit, stand, and traverse a working stage/shop environment.
- Work includes periods of standing, working in low light, climbing stairs/ladders, and may include working in a personnel lift.
- Ability to wear a Type 2 hardhat.

Application Process:

Submit resume with 3 references and cover letter via email with the subject line
“Lighting Design Associate” to: production@dmmo.org

For more information on this position, contact crodney@dmmo.org

Deadline:

Applications will be accepted until the position is filled. Applicant screening process to begin immediately.

Pre-production (remote) work may begin shortly after engagement, pending successful candidate.