



Job Title: Lighting Programmer
Reports To: Head Electrician
Supervises: None
Works closely with: All stage departments, Lighting Designer(s), Lighting Design Associate

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 Programmer** to join us for the 2026 Festival Season.

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.

- Program and operate a Gio @ 5 lighting desk for a lighting rig including 30+ Martin Mac Encore Performance CLDs (or similar), Lustrs 2, Chroma Q Colorforce 2, and 200+ conventional lights
- Oversee and perform the networking / addressing as needed.
- Working in conjunction with the lighting designers and the Lighting Design Associate
- Relevant preparatory work for all electrics and lighting systems (including practicals as relevant) and advise the Lighting Supervisor and Head Electrician.
- Problem-solve interactions with other departments (cable runs, power needs, hanging space, network runs, etc.).
- Compliance with safe working techniques and rules on the stage.
- Plan, organize and perform the lighting network set-up / install.
- Prep and assist in fixture addressing/profiling.
- Program the shows to the specifications of the lighting designer(s).
- Train lighting board operators for show run.
- Strive for a workplace 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 a lighting programmer.

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 flexibility for the right candidate can be accommodated.



Compensation:

Base pay rate, per hour:	\$22 - \$25
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 will provide single occupancy air-conditioned room in shared apartment-style 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 a programmer, using the ETC EOS Family of Consoles.**
- 2+ years' experience (after school) working in a theatre environment is needed. 4+ years' experience needed for the top wage.
- Excellent verbal and written communication skills, with the ability to tailor to the needs of the listener/reader.
- Ability to work 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 three (3) references and a cover letter via email to production@dmmo.org.

Please include "Lighting Programmer" as the subject line.

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

Deadline:

Applications will be accepted until the position is filled.

Applicant screening process expected to begin in mid-January of 2026