

Job Title: Lighting & Controls Specialist Project Manager

Company: 3LR Lighting Ltd

Location: (Remote / Site-based)

Reports To: Projects Director

About 3LR

At 3LR Lighting, our founding principle guides our work: "Lighting by Emotion". We are a specialist UK-based lighting consultancy and design firm delivering visually striking, state-of-the-art, and sustainable lighting solutions for venues of all scales and architectural complexities. From world-renowned historic sites like the Royal Festival Hall and Brighton Dome to cutting-edge immersive commercial and entertainment experiences, we provide a complete, end-to-end turn-key service. We partner closely with our clients at every stage of the project lifecycle, guiding them seamlessly from the initial creative concept and lighting design conversations straight through to detailed cost planning, control system architecture, procurement, site management, and the final handover and commissioning.

About You

A technically adept and results-driven professional, you thrive in the fast-paced realm of architectural and entertainment projects. As a proactive leader, you comfortably take ownership of complex initiatives, effectively bridging the gap between imaginative design concepts and fully realised, operational installations.

Combining technical innovation with strong commercial sense, you are committed to delivering top-tier results and building lasting, collaborative relationships across a wide array of partners and stakeholders.

The Role

We are seeking a proactive, highly structured, and technically proficient Lighting & Controls Specialist Project Manager to oversee and lead the end-to-end execution of our architectural and entertainment lighting, and complex AV integration projects. Working directly with the Projects Director, you will serve as the primary strategic and operational bridge connecting our internal design teams, premier international equipment manufacturers, and key client stakeholders.

In this pivotal role, you will assume full ownership of high-value capital projects across their complete lifecycle—from initial creative and technical scoping through site installation, in close collaboration with our internal teams, system architecture setup, programming, and final commissioning—ensuring all project deliverables strictly adhere to the highest industry standards, maintain rigorous timelines, and remain within established budget constraints.

Key Responsibilities

- **End-to-End Delivery:** Manage full-lifecycle turn-key installations, transitioning projects from initial design and specialist consultancy through to final fixture installation and commissioning.
- **Control Systems Integration:** Oversee the implementation of complex lighting control strategies and network architectures (including DMX, DALI, and sACN) alongside AV processing environments like Q-SYS.
- **Commercial & Budget Management:** Handle commercial tendering, prepare variation quotations, manage project budgets, and track on-site changes to ensure financial viability.
- **Site & Sub-Contractor Coordination:** Conduct site surveys, manage sub-contract disclosures, and ensure strict health and safety compliance on complex sites (including Grade I listed buildings and operational venues).
- **Manufacturer Liaison:** Work closely with innovative manufacturers to evaluate technical parameters for moving head and architectural fixtures, ensuring seamless procurement and supply chain logistics.

Requirements

- **Project Management:** Proven project management experience of at least 5 years, within the commercial architectural, theatrical, or entertainment lighting industries.
- **Technical Expertise:** Deep technical understanding of lighting control protocols (DMX512, DALI, sACN, OSC, UDP) and AV systems integration.
- **Installation Knowledge:** A thorough, practical understanding of the complete electrical and physical installation process, with hands-on, past site installation experience highly advantageous for evaluating on-site challenges and supervising technical deployments.
- **Site Analysis:** Conduct site surveys and evaluations to analyse infrastructure, verify power and control feasibility, identify constraints, and provide risk assessments matching client and technical specifications.
- **Network Standards:** Familiarity with structured cabling, network testing standards, and connector hardware for commercial installations.
- **Lighting Networks & Methodology:** Solid practical knowledge of lighting network architectures and operational methodologies.
- **Commercial Management:** Experience managing sub-contract terms, procurement, and cost-planning methodologies.
- **Health & Safety:** Solid understanding of Health & Safety standards, site requirements, RAMS, and CDM compliance.
- **Coordination:** Collaborate with the Projects Director and key sub-contractors to plan and coordinate site installation activities.
- **Travel:** Willingness to travel to oversee diverse, on-site project execution.
- **Communication:** Exceptional communication skills and a passion for how lighting

emotionally transforms and adds to the physical environment.

- **Software Skills:** Basic knowledge of drawing software; Vectorworks and/or AutoCAD.
- **Driving Licence:** A full UK clean driving licence and access to a vehicle would be highly advantageous.
- **Flexibility:** Flexibility to work unsociable hours as required in addition to your normal working hours.

What We Offer

- The opportunity to work on prestigious, boundary-pushing projects alongside clients like Arup, The National Theatre, the Royal Opera House, KPMG and Convene.
- A highly collaborative team environment driven by technological innovation and aesthetic excellence.
- A competitive salary and benefits package tailored to your industry experience.
- Opportunities for training and career advancement.
- Pension plan with employer contribution.

Find out more at: www.3LRlighting.com