

**Job Title: HGV C+E Driver/Crew - SABOTAGE**

**Reporting to: Sam Eccles, Technical Manager**

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NoFit state is the UK's largest touring contemporary circus company. Every year NoFit State tours 1 to 2 productions within its own Big Top, to theatres, and to outdoor locations throughout the UK and internationally. The company's Cardiff base houses a year-round programme of both professional and community classes and projects and provides facilities for a wide range of visiting companies and independent artists.

NoFit State is a dynamic creative organisation that thrives on challenge and is constantly seeking to learn and improve in all areas of everything that we do. We are inspired by the things that ordinary people can achieve and celebrate the communal strength that comes from the traditional circus touring life.

Our vision:

- We will create extraordinary work
- We will inspire loyalty and passion
- We will change people's lives
- We will tread lightly on the earth
- We will be a truly sustainable organisation
- We will be an integral part of a vibrant and dynamic sector

Rooted in Wales, NoFit State Circus delivers:

- Medium and large-scale professional productions that tour across the UK and internationally
- An extensive participatory community and learning programme
- A professional development programme to support the transition from community participation to professional training and from professional training to employment

## Job Description

The position is a full-time touring role that travels with the SABOTAGE company in a Big Top and caravans. We live and travel together, we work hard and play hard. We want the people joining us to be living and breathing the lifestyle with us.

We live together on the road in the traditional touring circus style. We have a chef who tours with us who provides one meal per day and we can provide accommodation in a bunk room if you do not have your own camper/caravan. We work 6 days per week as standard and move from place to place, on average, every 4-5 weeks.

## Main Responsibilities

- To be one of the drivers of the HGVs and any company vehicles
- To perform routine maintenance, troubleshoot issues and make basic repairs on HGVs
- Maintain accurate records of any work done on vehicles and be able to communicate this with other mechanics/garages when needed
- Prepare the cabs and trailers for the yearly MOTs
- To be a part of building and striking the tent and the site
- To assist in the running of the show, either in front of house or back of house capacities
- To help with production running tasks and being an integral member of the crew

## Person Specification

You may or may not have any experience in Big Top touring, but you have a real desire to take this exciting opportunity, expand your horizons and be part of an incredible team of people.

This role would be suitable for someone who is mechanically minded and genuinely interested in the maintenance and driving of HGVs. The person must be over the age 25 and had their license for a minimum of 2 years to comply with our insurance.

Essential skills, knowledge, and experience	Desirable skills, knowledge, and experience
A genuine interest/passion for touring circus and the lifestyle that comes with that	Have experience of working with a touring theatre or contemporary circus company
Have a clean C+E driving license for a minimum of 2 years	Additional vehicle tickets, e.g. forklift
Computer literate and able to use basic software to document their work	
Ability to prioritise and efficiently self-manage own workload	
Ability to work calmly under pressure	
A solid understanding of HGV mechanical maintenance and basic repairs, through qualifications or relevant experience	Advanced expertise in mechanical diagnostics and repairs

A thorough knowledge of UK HGV road laws and theory	An understanding of international driving, especially across the EU
A strong and clear communicator	Ability to communicate effectively in Welsh and/or other EU language(s), as well as English
Valid passport	First aid accredited / Mental health first aid accredited

## Role Overview

This is a full-time, freelance/self-employed, touring, fixed-term contract position running over 5/6 months.

Contract Dates: Mid-May 2025 to end of October 2025

Salary: £550-£600 per week, dependent on experience

## Recruitment Process

### Key dates

Application deadline: 25 April 2025

Interviews: Week commencing 5 May 2025

Contract Dates: Mid-May 2025 to End of October 2025

NoFit State is an Equal Opportunities employer and welcomes applications from all sections of the community.

Disabled, D/deaf and neurodiverse people, those from Black, Asian and Ethnically Diverse backgrounds are currently under-represented in our team so we particularly encourage applications from people in these groups.

Please let us know if you need us to make any adjustments during the application or recruitment process and we'll be happy to support you. You can contact Lizzy at [lizzy@nofitstate.org](mailto:lizzy@nofitstate.org) or call 02921 321 026.

## How to apply

If you wish to apply for this post, please complete the [equal opportunities monitoring form](#), and send us a copy of your CV with a brief email or letter to outline your interest in the role to:

rebecca@nofitstate.org or

HGV C+E Driver/Crew - SABOTAGE  
NoFit State Circus  
Four Elms Road, Cardiff, CF24 1LE

Applicants must be eligible to work in the UK.

Should an offer of employment be made, proof of identity will be required, references will be checked and a Disclosure and Barring Service check may be undertaken where appropriate.