



Senior Technician – Prosthetics (Prosthetics, Hair, Sculpting)

Reports to:	Head of Prosthetics
Location:	Miramar, Wellington
Special Requirements:	Senior Technicians may lead complex tasks within Prosthetics, Hair, or Sculpting depending on skillset. They provide advanced execution and technical support to projects.

Role Purpose

The **Senior Technician – Prosthetics including Hair and Sculpting** is an experienced and highly skilled maker responsible for delivering complex prosthetic builds to a high creative and technical standard. This role takes ownership of key fabrication tasks, ensures consistency and efficiency across workflows, and supports the translation of creative direction into tangible outcomes. The Senior Technician works collaboratively across disciplines, mentors less experienced crew, and plays a crucial part in maintaining the quality, pace, and craftsmanship that define Wētā Workshop's prosthetics work.

Key Accountabilities & Outcomes

- Execute advanced fabrication tasks such as refined sculpting, multi-stage casting, precision trimming, high-detail finishing, hair punching/knotting/blending, or wig assembly.
- Deliver work to specification, on time, and within defined budget constraints
- Interpret creative and technical briefs with minimal supervision.
- Solve technical challenges using deep material understanding and practical reasoning.
- Ensure consistent quality and repeatability across hero and high-visibility pieces.
- Support HOD's by helping structure daily tasks or anticipating workflow needs.
- Guide Junior Technicians on basic and intermediate techniques.
- Communicate risks or material issues early with practical solutions.
- Document processes, mixes, or tools to support repeat builds or efficient handover.
- Work collaboratively with cross-department teams to ensure clean transitions between stages.
- Demonstrates reliability in attendance, time management, and meeting commitments.

Specialist Application (as required)

From time to time, depending on project needs, the Senior Technician may support specialist tasks within one or more of the three core disciplines.

Prosthetics Focus

- Perform complex casting, advanced trimming, fine-edge finishing, blending, construction of gags and advanced silicone paint or texture work.
- Troubleshoot material behaviour and propose practical adjustments.
- Work independently on hero or precision-critical pieces.
- Anticipate downstream needs for costume, paint, or hair integration.

Hair Focus

- Carry out advanced hair punching, knotting, laying, flocking and blending to achieve naturalistic density, direction, and realism.
- Perform wig and hairpiece construction requiring strong technical precision.
- Conduct fibre blending, dye tests, and adhesive refinements.
- Confident setting up a structured application plan and prepping materials and tools to recreate design.

Sculpting Focus

- Execute detailed sculpting requiring anatomical accuracy and expressive realism.
- Prepare sculpts for molding by planning for undercuts, splits, and technical constraints.
- Identify sculpting risks early and propose workable solutions.
- Support junior crew with foundational sculpting techniques and surface language.

Health, Safety, and Well-being

- Follows all safety rules and procedures consistently.
- Uses chemicals, tools, and materials safely and correctly.
- Models safe behaviour for junior crew.

Qualifications & Experience

- 10+ years experience in prosthetics, makeup FX, sculpting, hair work, or comparable fabrication.
- Ability to read, interpret, and execute from technical drawings and creative briefs.
- Strong time management and task planning capabilities.
- Demonstrated leadership and mentoring experience, with the ability to inspire and develop others.
- Proven ability to deliver high-quality work under tight deadlines.
- Capacity to anticipate workflow challenges and propose practical solutions.
- Ability to give and receive constructive feedback professionally.
- Collaborative communication style with strong problem-solving mindset.
- Eye for detail and a commitment to lifelike, believable prosthetic outcomes.
- Interest in evolving techniques, materials, and technologies relevant to the craft.
- Excellent communication and collaboration skills across multidisciplinary teams.
- Commitment to Wētā Workshop's values.

Skills & Competencies

- Advanced hands-on craft ability in one discipline with solid competency across adjacent processes.
- Strong artistic judgment and precision.
- Ability to work efficiently and independently.
- Excellent communication within workshop environments.
- Ability to support and guide junior staff informally.
- Adaptable problem-solving skills.

Key Working Relationships

Internal

- HOD- Prosthetics
- Prosthetics department
- HOD's
- Art directors

Change to Job Description

Completed on: 9/12/2025 Review Date: 9/12/2026