



Senior Technician - Costume

Reports to: Head of Costume
Location: Miramar, Wellington

Role Purpose

The role of the Senior Technician – Costume is to guide and represent the Costume team. They will contribute to the creation of products as well as proactively improve team health and efficiency. They are expected to bring and share new knowledge, techniques and ideas as well as lead by example.

Key Accountabilities & Outcomes

Provide a range of technical support in the creation and development of products and processes

- Working both autonomously and as part of a team to deliver on client briefs
- Continuing to refine techniques and expand skill set throughout the Manufacture department
- Taking initiative and identifying key areas of improvement within the team

Assist in maintaining a high quality of output within their specialisation

- Keep track of all products in the pipeline and ensure workloads are evenly distributed
- Advise on the best method of approaching products in the early stages (from either a pattern cutting or fabrication perspective)
- Review and critique products prior to delivery (from either a fabrication or finishing perspective)

Provide guidance and training to new and current crew

- Assist with internal training plans and share insight into a range of techniques
- Identify areas where further training or development is required
- Supervise individuals and projects throughout the entire process and give consistent, constructive advice

Health, Safety, and Well-being

- Follows all health, safety, and well-being rules, procedures, and instructions. Takes reasonable care to look after their own H&S at work and the H&S of others.
- Champions excellent health, safety and wellbeing practices.

Qualifications & Experience

- 5+ years of industry experience, with confidence in costume fabrication
- Demonstrated experience in crafting creative pieces in a manufacturing environment
- Experience training and supporting emerging artists/crafters
- Experience in the creative industries and/or film costume and costume pro
- Expert, wide-range textile experience and applicable machinery skills and hand crafting ability
- Able to delegate to a small team, with clarity and understanding of pipelines that extend beyond immediate dept
- Stretch fabrics patterning and sewing experience
- Dressing, alterations, repairs and onset or professional theatre experience with creature suits or specialty costume beneficial

Skills & Competencies

Essential

- Pattern making (including drape patterning skills ideal)
- Sewing machinist (3yrs minimum professional industrial sewing machine skills)
- Knowledge of a broad range of textiles
- Attention to detail and good time management
- Enthusiasm to learn new skills
- Able to take direction
- Strong communication skills

Desirable

- Ideally knowledge and experience of working with unconventional materials
- Physically able to work with unusual, cumbersome costume parts
- Able to work alone, working towards deadlines efficiently
- Bring knowledge, experience and ideas to the table
- Adaptability and able to think and problem solve on your feet
- Work well in a high paced environment
- Experience working with creature suits and mascot suits, including:
 - Rigging of foam latex or silicon components
 - Understanding of glueing foam or silicon
 - Foam carving
- Experience working with, or making prosthetic limbs
- Comfortable contributing to interdepartmental discussions on build methodologies

Ideally, the Senior Technician costume will be able to specialise in one or more distinct disciplines within the costume department, for example:

Sewing Machinist

- Displays skill and confidence when sewing a wide variety of fabrics & materials
- Is proactive in learning, testing & refining garment manufacture techniques for improved quality and/or efficiency
- Can troubleshoot & fix basic sewing machine mechanical issues

Pattern Cutter

- Can confidently fit and accurately alter an existing pattern to fit a custom set of measurements
- Can draft & alter a trouser and/or a unitard block to a set of custom measurements, with garment details such as fly fastening, gussets etc
- Displays competency draping on a form & transferring this to card to create a workable pattern

Textile Artist

- Can blend & sample with colour mediums to accurately match a supplied colour reference with consistent results on a range of fibres
- Displays competency in ageing & distressing costume components using both permanent and temporary techniques
- Is proactive in learning, testing & refining new techniques for dyeing, printing, distressing etc on a range of fibres & surfaces

Handcraft Specialist

- Displays confidence and skill in their chosen hand craft discipline and can complete tasks consistently and to a high standard
- Is proactive in learning, testing & refining new techniques within their chosen hand craft discipline
- Displays an understanding of colour theory and can confidently colour and blend materials to create a balanced palette & compliment the design

Costume Digital Artist

- Displays competency in using Adobe Photoshop and/or Illustrator to create garment flats, call-out documents, print layouts etc
- Can quickly and efficiently edit images in collaboration with the Costume team to convey design changes or to present a range of suggested alterations to the client
- Displays competency in garment related 3D software e.g. Marvelous Designer, Clo3D etc

Key Working Relationships

Internal

- Costume team
- Head of Costume
- Workshop crew

Change to Job Description

Completed on: 1/04/2026 Review Date: 1/05/2027