



Scenic Lead

6.1.25

Job Description

ABOUT BMP

B Morrow Productions is a creative and production firm located in the Theme Park Design District of Orlando, Florida. Representing a new methodology of how creative work is developed with a unique collaborative approach between clients and the talents of BMP. Considered an entrepreneurial, fast paced and creatively driven studio BMP offers considerable room for personal and professional growth for studio talent (we don't use terms like employees and team members...you are the talent). With clients around the globe in various market sectors including theme parks, zoos, live entertainment, resorts, and educational experiences; the BMP team always has a wide variety of projects to dive into providing growth and ownership into project development.

BMP was founded on the belief of creating a safe, equal, and creative space for creators and makers. We believe in an inclusionary group of talents will not only create better for our clients but represent the full audience we are designing for. IDEA (inclusion, diversity, equality, and accessibility) are our design beliefs not only for our clients but for our studio. At BMP your complete, unique, and wonderfully talented whole-self can come to the studio each day, or sometimes work at home, to create and make amazing spaces and experiences.

BMP is also uniquely a 100% LGBTQ+ owned and operated business as certified by the NGLCC.

YOUR ROLE

As the **Scenic Lead**, you will be responsible for leading the Scenic Fabricators in the production studio daily and ensuring projects are moving according to plan and of the highest quality. As the **Scenic Lead**, you will report to the Manager of Fabrication and will have fabrication oversight of all projects assigned to scenic shop in the production studio. Your fabrication supervision, creative guidance, and daily direction of assigned active projects will ensure the team is focused, meeting or exceeding project timelines, and maximizing the overall quality of the final product. Responsibilities include assessing client needs, using specialized skills and equipment to create custom pieces, and ensuring the final product meets quality standards. Our ideal candidate has a keen eye for detail, strong technical skills, and experience with a majority of these skills: scenic painting, faux painting, material selection, spray technician, prop modification, 3D printing, sculpting, cast and mold, and set dressing.



This lead position will also review, approve, and schedule work orders for their department to ensure prioritization of work and labor efficiency. Supply management will also be key in maintaining project efficiency and pace. You will also be the point person to communicate project performance, adjust and pivot to art direction requirements, as well as having collaborative discussions with Manager of Fabrication and key stakeholders to bring the project to fruition.

Additionally, your active participation in fabrication and fostering an environment of continued growth and development to the talent that report to you, will play an instrumental role as we continue to grow the company and elevate our creative services and product output. You will also be a leader in maintaining a well-organized production studio facility and ensure safety adherence in the workplace. Furthermore, you will also have the opportunity to work on highly confidential projects for our clients in the resort and theme park industries. Your ability to keep our clients' secrets safe is key.

RESPONSIBILITIES

- Be the leader and main point of contact of the Scenic Fabricators to ensure clear direction on daily tasks to meet their daily goals.
- Have a working knowledge and/or ability to successfully scenic paint, sculpt, mold and cast, prop modification, build and construct prop elements, and set dress.
- Collaborate with Production Studio leadership for all creative fabrication priorities and deliverables.
- Provide leadership and management oversight to Décor as needed, including scheduling, art direction, and daily assignments.
- Ensure projects are moving forward as planned and designed.
- Must be able to work in a fast-paced environment and have the ability and agility to adjust pace according to project schedules.
- Maintain open communication with the Manager of Fabrication and BMP leadership team on labor optimization and workflow efficiencies improvements.
- Work together with the Manager of Fabrication to align projects with weekly schedules, required supplies for fabrication, and talent communication.
- Lead, guide, and support the Production Studio talent to increase and enhance their skills through training sessions, coaching, and growth development.
- Be fiscally aware and execute cost management strategies and labor optimization of projects in the Production Studio with an emphasis on the fabrication side of our business.
- Expected daily responsibilities are: 20% hands-on fabrication, 30% administration, and 50% daily personnel management.
- Specify, source, and procure materials and tools to perform the work.



- Basic knowledge of terminology associated with creative design, production art, tooling, materials, and processes.
- Exceptional problem-solving abilities to identify and resolve potential issues during the fabrication process.
- Ability to work under pressure and meet tight deadlines while maintaining quality and safety standards.
- Assist with quality control and overall direction of the creative fabrication in the Production Studio.
- Communicate, coordinate, and partner with contractors and vendors as needed.
- Lead by example on all safety aspects in the Production Studio. Administer and adhere to all safety processes and standard operating procedures.
- Collaborate with the Production Studio leadership team to identify safety opportunities and assist in developing standard operating procedures for the scenic shop.
- Maintain cleanliness and organization in the Production Studio.
- Ensure effective and safe use of all warehouse equipment.
- Must be able to understand and use various tools, ladders, pallet jacks, and equipment.
- Support various project teams, the BMP studio staff, and other duties as assigned.
- ALWAYS share the BMP studio spirit with others, both internal and external.
- Maintain confidentiality of all information and projects shared within the studio.

QUALIFICATIONS

- 5 years minimum leadership experience in related field and responsibilities.
- Proficient in art direction and active knowledge with prop and décor projects from theater, theme parks, or other experiences.
- Extensive knowledge of fabrication materials, processes, compatibility, and specifications.
- A passion for mentoring talent and prioritizing their growth and development.
- Self-directed, extremely meticulous and organized, with an ability to manage high levels of detail across multiple projects.
- Ability to prioritize tasks when given clearly defined goals and objectives.
- Comfortable with client-facing meetings and working with a team.
- Strong communication skills to understand and carry out detailed instructions.
- Must be flexible regarding your work schedule as project timeline commitments and installations may require longer work hours, weekends, or may occur at late evening or early morning hours outside of normal business hours.
- Ability to travel to different work sites, including flights and overnight stays for extended durations.
- Must be able to climb ladders up to 12' tall, use simple hand tools, and lift materials up to 50 lbs.
- Must have a valid driver's license and /or access to dependable transportation.



- Excited to work in a highly creative and fast-paced environment while maintaining a creative, curious, and innovating mindset.

COMPENSATION PACKAGE

Job Title:	Scenic Lead
Compensation:	\$55,000 - \$75,000/yr. commensurate with experience
Paid Vacation:	8 days paid holidays 5 days paid BMP wellness week Unlimited PTO
Health Care:	Access to health care plan, dental & vision
401k Plan:	Eligible at 6 months post hire date, 100% match up to 3%
Cell Phone:	\$50/mo. automatic reimbursement
Talent Experience Fund:	\$250/yr. reimbursement

ACCOMMODATION

If you require accommodation in completing this application, interviewing, completing any pre-employment testing or otherwise participating in the talent selection process please direct your inquiries to talent@bmorrowproductions.com.