



Event Security Team Member

Department: Front of House

Reports To: Event Security Team Leader

Employment Type: Part-time, per diem, nonexempt

Primary Hours: Primarily looking for candidates with availability during regular business hours, 9:00 am – 5:00 pm Monday-Friday

Location: On-site

Salary Range: \$17 per hour

Posting Date: January 30, 2026

About The Zeiterion

The Zeiterion (The Z) is a nonprofit organization with a mission to steward our historic theater as a gathering place for performing arts experiences where learning, connection, and creative expression thrive. Our work is guided by five core values: **Imagination, Connection, Equity, Transparency, and Discovery.** These values inform how we deliver on our mission and how we work together every day.

We are committed to cultivating a workplace where all individuals feel respected, valued, and are encouraged to contribute. As a team member, you'll be part of a culture that supports creativity, collaboration, continuous learning, and inclusion.

Position Summary

Event security team members ensure the safety of all attendees, performers, and staff while helping maintain the flow of the event. They patrol the perimeter of the venue with a perceiving eye to protect attendees, preventing unauthorized people from getting inside and providing crowd safety control services inside the venue. Event security team members enforce all organizational policies and assist the front of house and production staff with security related needs. They may also work with local police if the situation calls for it. This role extends beyond a mere visible presence and involves a wide range of duties that require a balanced approach of professionalism, vigilance, and excellent customer service.

Key Responsibilities

- Guard entry and exit points to prevent unauthorized entry.
- Enforce all organizational policies.
- Monitor and secure areas where cash handling is taking place.

- Regularly patrol the outer and inner premises, including backstage when required.
- Effectively maintain crowd management, address disturbances and control restricted areas.
- Respond to emergencies and execute evacuation plans.
- Identify conflicts and use verbal de-escalation techniques, active listening, and other strategies to resolve issues peacefully.

Policies

- Team Members are expected to maintain a discreet distance from the Patrons and Performers/Artists and refrain from interacting with them except for security related issues.
- Team Members should not use their personal mobile devices when on duty.
- Team Members are not allowed to smoke inside or outside the venue.

Qualifications

Required:

- High School Diploma or equivalent
- Valid driver's license & reliable transportation
- Ability to stand for long periods of time
- Available nights, weekends, some holidays.

Preferred:

- First aid experience
- Security/military/law enforcement experience
- Active listening and communication skills
- In addition to English, multilingual Spanish, Portuguese, Kriolu (Cape Verdean Creole), Haitian Creole, or K'iche.

What We're Looking For

In addition to relevant experience, we're looking for a colleague who:

- Brings a spirit of **curiosity, creativity, and openness**
- Communicates with **clarity, honesty, and care**
- Thrives in a collaborative, **relationship-centered team**
- Shares our commitment to **equity, inclusion, and anti-racism**
- Is excited to **learn, grow, and imagine new ways forward**

Our Workplace Culture

As part of your onboarding, you'll be welcomed into a culture that reflects our values:

- **Imagination** – We encourage creative problem-solving and fresh ideas from every level of the organization.

- **Connection** – We work with empathy and respect, building strong relationships across teams.
- **Equity** – We actively address inequities in our systems and strive for inclusive representation in all we do.
- **Transparency** – We communicate openly, share information proactively, and make decisions with integrity.
- **Discovery** – We support risk-taking and learning from mistakes as essential parts of growth.

We create a workplace where you can bring your full self, feel supported, and know your contributions matter.

EQUAL OPPORTUNITY:

The Z is an equal opportunity employer. We celebrate equity and are committed to creating an inclusive, thriving environment for all employees including, but not limited to, a culture of antiracism in which we build policies, procedures, and a safe space for people from all backgrounds to feel safe and seen in our employ, in our seats and on our stage.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The noise level in the work environment ranges from low to high
- The Z is a collaborative work environment, and employees are expected to be open and willing to collaborate across departments and teams
- The Zeiterion is on an active, and ongoing, journey to be anti-racist organization - advancing anti-racist policies and practices, and fostering and sustaining a culture that values community, social justice, and equity

To Apply

We deeply value working with individuals from a rich mix of backgrounds, experiences, and perspectives. We believe this diversity strengthens our institution and enriches our community. While we've outlined the qualifications and experience that we think will help someone thrive in this role, we also recognize that talent comes in many forms. If your background doesn't perfectly align with every requirement, we still encourage you to apply — your unique perspective might be exactly what we need.

Please submit your resume to careers@zeiterion.org with the job title in your subject line.
Applications will be accepted on a rolling basis.