

# Scare Actor

WHERE EXPERIENCES COME ALIVE



## REPORTS TO

Director of Talent

## CLASSIFICATION

Seasonal · Non-exempt · Hourly

## SCHEDULE

Evenings, weekends &amp; holidays

*Scare Actors are the heart of the haunt. You bring a character to life, deliver the scares guests came for, and improvise with every group, from the first one through the door to the last, while keeping guests and teammates safe at all times.*

## Key responsibilities

### Performance & character

- Create and maintain a character persona for the full performance, using a variety of scare tactics
- Deliver scares with the same energy and timing for the last group as for the first
- Improvise interactions with guests in a professional, engaging way that stays within the show
- Take feedback and direction from leadership, and adjust and improve as needed
- Protect the illusion: no phones, out-of-character chatter, or costume breaks in guest view

### Guest safety & the no-touch rule

- Never make physical contact with a guest or anyone else; control your movement and keep a safe distance at all times
- Read your audience and dial back for a guest who is panicking or signals they are done
- Watch for guests who are hurt, ill, or in distress, and radio a leader right away
- Follow all safety and emergency procedures, including Code Red, Code Green, and evacuation

### Your zone, costume & props

- Keep your performance area clean and safe; walk it before doors and report hazards or damage
- Operate effects or props only if trained and assigned to them
- Care for your costume, makeup, and props, and return everything at close

### Teamwork & professionalism

- Attend all required training, rehearsals, and every Pre-Show and Post-Show huddle
- Work with fellow actors, production staff, and leadership to deliver the best possible show
- Always uphold company policies and standards; other duties as assigned

## A typical shift

- 1 Arrive, clock in, and check in with your leader.** Before costume, makeup, or anything else.
- 2 Pre-Show huddle.** Assignments, changes, safety notes, and the plan for the night.
- 3 Get show-ready.** Costume, makeup, and character prep, then walk your zone with the lights on.
- 4 Perform.** Hold your zone and deliver your character for every group, taking breaks as scheduled.
- 5 Post-Show huddle and close out.** Report issues, return costume and props, reset your zone, then clock out.

## What great looks like

- Guests leave talking about your character
- Same energy for the last group as the first
- Zero contact incidents, every night
- On time, show-ready, and coachable

## Qualifications

- Previous acting, performance, or customer service experience
- Excellent improvisation and communication skills
- Comfortable in a high-pressure, fast-paced environment
- Available evenings, weekends, and holidays during the season
- At least 18 years of age

## Physical requirements

- Stand and hold positions for 5+ hours
- Move, run, jump, crawl, and scream repeatedly
- Work in low light, fog, loud audio, strong scents, and intense special effects
- Work outdoors in unpredictable weather and natural conditions
- Wear costumes, masks, makeup, and special effects for extended periods

*Reasonable accommodation is available for qualified individuals with disabilities, religious practices, and pregnancy-related needs. This description outlines the role's general duties; it is not a contract of employment and may be updated by leadership at any time. Employment with Southern Screams, LLC is at-will.*