

The logo for Opera North is displayed in a large, white, sans-serif font. The word 'Opera' is on the top line and 'North' is on the bottom line. Three balloons are integrated into the text: a purple balloon behind the 'o' in 'Opera', a yellow balloon behind the 'o' in 'North', and a blue balloon hanging from above, positioned between the two lines of text.

Opera
North

The background of the advertisement is a photograph of an opera performance. A group of performers in various costumes, including a man in a blue suit and a woman in a yellow floral dress, are on stage. A conductor is visible in the background. The scene is lit with dramatic stage lighting, and several balloons are hanging from the ceiling.

Talent Development
Manager

Our Purpose

Opera North's purpose is to create extraordinary experiences every day, using music and opera to entertain, engage, challenge and inspire.

Our People

Working at Opera North you will be part of a company and group of people committed to fulfilling this purpose. Whatever role you take we will provide you with an induction plan that introduces you to your job and the team you'll be working in, as well as giving you the opportunity to meet colleagues across the company. Our success in delivering against our purpose will be built on the commitment, skills, diversity and well-being of the people who work at Opera North, and we will invest in training to develop our people both professionally and personally, because we believe this strengthens not only our company, but also the wider creative sector.





**Our communities
and audiences are
part of us, and we
are part of them.**

Our award-winning work tours to theatre stages and concert halls throughout the North and beyond.



Who We Are

Based in Leeds, rooted in the North of England and international in outlook, our award-winning work tours to theatre stages and concert halls throughout the North and beyond, including to London and major international festivals. Alongside touring opera, in Leeds we curate an eclectic artistic programme of gigs, concerts, spoken word and film in the newly transformed venue the Howard Assembly Room. We aim to make work that is bold, innovative and ambitious, always looking for new ways to share and create with audiences.

Music for Everyone

Opera North believes opera and music is for everyone, and champions diversity in artists, repertoire and audiences. Through our Learning & Engagement and team, the Company connects with communities and inspires each generation, aiming to enhance the health and well-being of people in the cities, towns and villages where we work through arts participation and performance. In recognition of our work with refugee groups, Opera North holds the status of Theatre of Sanctuary.

A New Home

In 2021 we moved into our new home, the Howard Opera Centre. It is a world class rehearsal facility for our orchestra, chorus and all the artists we work with, sharing the same building as our new education studio where everyone is welcome to learn about and make music. We have also created a modern flexible working environment for our staff and given our venue, the Howard Assembly Room, a new lease of life with a dedicated entrance and public spaces, together with restaurant and bar in the heart of Leeds.

Leeds as a capital of culture

Leeds is the only city in England outside of London to have a resident full time opera company, ballet and repertoire theatre as part of a diverse, collaborative and thriving cultural scene. That rich offer has been complemented by a growing tech sector.

Surrounded by the stunning Yorkshire countryside including the Dales, Moors and North Sea coastline, Leeds is a fantastic place to live and work.

Main Purpose of the Job

The Talent Development Manager is responsible for the operational management of Opera North Talent Development activity to ensure the effective management of the programmes and a high-quality offer to all stakeholders which meets programme aims.

Background

Talent Development activity at Opera North encompasses a suite of programmes to support both the personal development, and artistic development, of young people aged 8 upwards.

The **Opera North Youth Company** offers regular vocal and dramatic training within three auditioned, age banded ensembles. These ensembles meet weekly during term-time, with additional courses and rehearsals scheduled as required:

- Opera North Children's Chorus (Age 8-11)
- Opera North Young Voices (Age 12-15)
- Opera North Youth Chorus (Age 16-21)

The **Opera North Youth Orchestra** (ONYO) is a pre-professional ensemble in the North of England for career-minded instrumentalists, aged 16-21, who play an orchestral instrument at grade 8 level or higher. Drawing inspiration from the orchestral and operatic work of Opera North, the Youth Orchestra prepares and performs two programmes each academic year, rehearsing on a series of Sundays between October and March.

Established in November 2022, the **Young Musicians Studio** was originally designed as a progression route from *In Harmony* Opera North primary schools, but now accepts young people from across Leeds and West Yorkshire keen to develop their musical skills. The setting meets on a Saturday morning and runs throughout the academic year.

The **Young Performers Studio** is a year-long programme that seeks to inspire, nurture and guide a small cohort of talented young singers from the North of England on their journey to studying music at a conservatoire or university. Complementing these youth focused programmes, the Talent Development team support the work of our Higher Education programme, as well as additional activity for early career professionals.



DUTIES AND KEY RESPONSIBILITIES

- Collaborating with the Director of Learning & Engagement and Talent Development colleagues, create and deliver an annual schedule of activity, concerts and events, ensuring staff time is utilised effectively and programme aims met.
- Manage the strands of work within Opera North Talent Development, ensuring they are delivered to the highest possible standard to enable the strongest possible outcomes for all stakeholders. Troubleshoot practical issues as and when they arise, collaborating with the Young Musicians Development Lead, Youth Chorus Master, Youth Orchestra Director and other colleagues to keep programmes on track against agreed targets.
- With the support of programme producers, create and manage the programme budgets, ensuring they are efficiently managed within the parameters of their budget envelope and any bursary provision is distributed fairly.
- Support the Director of Learning & Engagement, artistic programme leads and strand producers to evaluate and develop programmes of work, as and when required.
- Support the Opera North Company Manager and Lead Chaperone to manage children in professional activity, ensuring Child Performance Licences and Safeguarding measures are in place and the child is working within the legal guidelines under which they are licensed to perform.
- Support the Lead Chaperone to recruit and manage a team of licensed chaperones.
- In collaboration with programme colleagues, collect and collate evaluation data, and compile written project documentation and reports, related to Talent Development activity where required.
- Perform related duties that may reasonably be assigned within the level and scope of the post.



PERSON SPECIFICATION

Qualifications:	Tertiary level education, training and/or professional work experience as a singer, classical instrumentalist or theatre producer.
Experience / skills required:	Significant experience of project management and working in an administrative capacity
	Sector specific experience of managing or supporting professional artists and of overseeing the artistic direction of projects
	Significant experience of creating and managing a budget
	Experience and proficiency with Microsoft Office suite
	Experience of event management
	Experience of working with young people in an arts or educational capacity
	Knowledge of Safeguarding and Child Protection issues
Functional competencies:	Excellent administration skills with a strong attention to detail; an ability to plan and prioritise many varying tasks effectively.
	Excellent communication and presentation skills, both written and spoken, and strong interpersonal skills and relationship building skills with people of all ages and at all levels, internally and externally.
	A proactive and motivated mindset, with demonstratable experience of taking the initiative.
	Collaborative and receptive team player, with the ability to work effectively as part of a team.
	Ability to remain calm, work confidently under pressure and anticipate issues.
	Enthusiasm and receptiveness to change, with an aptitude for problem-solving.
Special Features:	As this post supports work with children and young people on a regular basis, DBS Enhanced Clearance is required.
	As this role supports work in professional settings, a good standard of personal presentation is required.
	As a member of the wider Learning & Engagement team, this post requires the ability and flexibility to work evenings and weekends where required.

Terms and Conditions

Salary range: £35,000 per annum

Hours of work: Normal hours of work will be on average 35 hours per week, however actual working hours in any given week may vary and may include evening and weekend work.

Place of work: Opera North, Howard Opera Centre

Holiday entitlement: 33 days inclusive of 8 statutory holidays per year.

Holiday entitlement: Opera North will automatically enrol you into the company pension scheme upon appointment and after 3 months' service will contribute equivalent to 5.5% of your basic pay, should you meet the current legislative criteria. You will be required to make a personal contribution of 2.5% of your basic pay. We reserve the right to make future changes to our pension arrangements.

DBS: This post is subject to an enhanced DBS check

WE ARE NOT USING AGENCIES TO FILL THIS POSITION - NO AGENCIES PLEASE.

Equity, Diversity and Inclusion

We promote equity, diversity and inclusion in our workplace and make recruitment decisions by matching our needs with the skills and experience of the candidate. As we work to address underrepresentation in our workforce, we are particularly keen to hear from applicants from minority ethnic backgrounds or those with other protected characteristics.

The successful candidate must have the right to work in the UK or be ready to obtain it.

General responsibilities of everyone who works for us:

- Represent the company values and purpose to create extraordinary experiences everyday
- Work collaboratively and co-operatively with all team members and take an active part in team meetings and discussions
- Be an ambassador for Opera North and follow our policies and procedures
- Play your part in ensuring that everyone who comes through our door is welcomed and treated with respect

How to Apply

To apply for this role, please send a CV and covering letter via the Hireful website.

If you need any help completing your application, including any adjustments to the application process, and if you are applying under the Disability Confident Committed scheme please contact appointments@operanorth.co.uk to make us aware.

Good luck with your application and we look forward to hearing from you.





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