



Royal Ballet and Opera

Work With Us



Information Pack for Candidates

DEPUTY HEAD OF MUSIC, THE ROYAL OPERA

Advertised December 2024

**APPLICATIONS CLOSE: 8am,
Friday 24th January 2025**



Welcome

MESSAGE FROM ALEX BEARD, CHIEF EXECUTIVE

Thank you for taking the time to apply for a role with the Royal Ballet and Opera.

Extraordinary, world-class performances of opera and ballet are at the absolute heart of our vision here.

So, whether the audience is in one of our beautiful theatres in Covent Garden, watching around the globe in cinemas and online streaming, or taking part in learning and participation programmes up and down the country, we want as many people as possible to enjoy and appreciate these astonishing artforms.

None of this would be possible without the exceptional team of people who work here. People are centre stage of everything we do at RBO, and we built our culture on our core values: treating everyone with Respect, being Open in our mindset and approach, and striving for the Highest Standards in everything we do.

Everyone is welcome at RBO, whatever your background or experience, and we look forward to your application.

Best of luck!

Alex



About Us

Home to The Royal Ballet, The Royal Opera and the Orchestra of the Royal Opera House, the Royal Ballet and Opera (RBO) brings together world-class performers and trailblazing creative teams to share unforgettable performances with audiences near and far.

We house the busiest theatres in the world, delivering more than 400 performances and around 1,350 learning events each year. We employ 1100 permanent staff and generate a turnover of £135m, attracting 1.5m attendances in Covent Garden and in cinemas.

We're at the forefront of innovation in ways in which audiences can experience opera and ballet. Our work is accessed and experienced across the UK and globally through streams, tours, cinema relays, radio broadcasts and TV output.

We work across three sites, all enabling us to produce exceptional performances – our theatres and offices at Covent Garden, our production workshop at Thurrock and our storage facility at Aberdare.

We are a charity reliant on fundraised voluntary income from individuals, Trusts and Foundations and Corporate partnerships, together with our grant from Arts Council England, in order to fund our work on our stages and in our community. Our staff is responsible for working together across all aspects of the business, to support the charity in its mission and aims, ensuring its future success.



Work For Us – Everyone Is Welcome

We want many more people to enjoy and engage with exceptional ballet and opera.

We believe diversity is about making sure we can attract and develop talented people who bring more because of their different backgrounds, experiences, cultures and outlooks.

Recruiting and working with these talented people is just part of the work. We are committed to creating an environment where everyone believes they belong and can do their best work.

We operate a fair and open recruitment and selection process. Every role is open to all sections of society, and we welcome your application, regardless of your sex, race, religion or belief, ethnic origin, different physical ability, age, gender identity or sexual orientation.

We particularly welcome applications from those who are from a global majority background and/or those who are disabled, as they are under-represented within the Royal Ballet and Opera. As a Disability Confident employer, we guarantee to interview all disabled applicants who meet the essential minimum criteria for our vacancies.



THE ROYAL OPERA

The Royal Opera is one of the world's leading opera companies. Based in the iconic Covent Garden theatre, it is renowned both for its outstanding performances of traditional opera and for commissioning new works by today's leading opera composers, from Judith Weir and Mark-Anthony Turnage to George Benjamin and Kaija Saariaho.

Some of the world's most famous singers have performed with the Company, including Joyce DiDonato, Renée Fleming, Pretty Yende, Juan Diego Flórez, Angel Blue, Angela Gheorghiu, Jonas Kaufmann, Anna Netrebko and Bryn Terfel.

With a busy programme of performances our répétiteurs are vital to ensuring that Principals are coached to work with the Royal Opera to the highest artistic standards.

They also strongly role model the RBO values:

Treat each other with **R**espect | Be **O**pen | Value the **H**ighest Standards



JOB DESCRIPTION

JOB TITLE:	Deputy Head of Music
REPORTS TO:	Head of Music, Richard Hetherington
CONTRACT TYPE:	Permanent
SALARY:	£62,000 per annum
HOURS OF WORK:	Flexible depending on rehearsal schedule
STARTING:	From March 2025
MAIN PURPOSE:	To support the Head of Music as part of the artistic advisory team for the Opera Company and work as a repetiteur and coach to the highest standard

THE AUDITION PROCESS – 1ST ROUND

The **FIRST ROUND** will be held on the **10th and/or 11th FEBRUARY 2025** and will require applicants to:

- Play and sing an excerpt of Don Giovanni: Act 1 Finale "Presto presto" with preceding Recit "Guarda un po"
- Play and sing in German an excerpt of Die Walküre Act 1: 2 Bars before Fig 51-Fig 64. Peters edition, plate 9803, p. 52, 3rd system, 4th bar – p. 68, 4th system, 1st bar.
- Play and sing a prepared extract of your own choice – maximum 3 and a half minutes.
- Read at sight 2 short sections of spoken text in German and French.
- Prepared sight reading. Candidates will be given a complex piece of sight reading 15 minutes before the audition begins and will then be asked to play it in the audition.
- Sight reading of standard operatic repertoire, without preparation time.

To ensure that we operate a scrupulously fair process the first round of auditions will be conducted 'unsighted', with the panel screened from auditioning candidates



THE AUDITION PROCESS – 2ND ROUND

The **SECOND ROUND** will be held **early March 2025**

Applicants will be required to undertake the following assessments:

- Play and Sing - Salome Fig 188-207 (Boosey and Hawkes vocal score page 97-111) - Quintet
- Following a Conductor – Tosca . Act 1 Beginning to Fig 13. (Ricordi)
- Conducting (with piano) - La Boheme Aria: Mi Chiamano Mimi (Ricordi)
- Conducting (with piano) - Die Zauberflöte Sprecher Scene: Act 1 Finale Number 8 - Bar 39-159. Bärenreiter BA 4553 - 90 vocal score. Pages 76-86.
- Interview with the panel.

Please note that for both first and second rounds candidates should prepare the whole of each extract but may well be asked to play only a part of it. You should be ready to sing but may be asked to concentrate on just playing for certain sections.



THE AUDITION PROCESS – 3rd ROUND

The **THIRD ROUND** will be held on held between **5th and 9th March 2025**, with the Music Director Designate of the Royal Opera.

- Candidates will be asked to sing and play Falstaff Act 1 Scene 2 - Pages 47-126 (Ricordi).
- Candidates may be asked to play any of the extracts from Rounds 1 and 2.
- Candidates will be asked to coach a singer on an aria received 30 minutes before the audition.



Work With Us – What to Expect

Starting a new job can be daunting. At the Royal Ballet and Opera, we want to make that transition as smooth and easy for you as possible. We'll provide you with all the information you need before you start and will be on hand to answer any questions you may have about the role.

We are a big organisation, with more than 1100 staff and sites at Covent Garden, Thurrock and Aberdare. There will be plenty of people to meet and you'll have a structured induction, including tours of both our Covent Garden and Thurrock sites. This is a great way to orient yourself and understand how all the work comes together.



Staff Benefits

- 33 days annual leave (including bank holidays)
- Membership of the Aviva Pension scheme
- Staff offers on performance tickets and access to general rehearsals
- Subsidised canteen and coffee bar
- Interest free season ticket loan once you have passed your probation and onsite spaces for secure cycle storage, subject to availability
- Family Friendly policies
- Access to our Employee Assistance Programme providing 24-hour advice and counselling services
- Access to the Benevolent Fund, providing confidential support and assistance
- Special arrangements for Healthcare including a health cash plan for employees and healthcare support for performers
- Discounts on alternative and physical therapies provided in-house
- Discounted staff ballet, Pilates and yoga classes
- Discounts at the RBO Shop
- Concessions at a wide range of local Covent Garden shops, restaurants and gyms



YOUR APPLICATION – CHECKLIST AND WHAT'S NEXT

- Read through this job pack before you make your application.
- We're committed to anonymous shortlisting and all applications are reviewed on their own merit. For this reason we don't accept CVs directly and applications must be made via our website. Follow the link at the bottom of the job description webpage to make your application. [Find out more.](#)
- If you have any questions or require any reasonable adjustments to the application process, please [contact the RBO Recruitment Team.](#)
- After you have submitted your application, we will contact you if you have been shortlisted for the audition/interview stage. *We also contact all unsuccessful applicants by email with an outcome.*



YOUR APPLICATION – TIMELINE

APPLICATIONS CLOSE
Friday 24th January 2025

FIRST ROUND
10th – 11th February 2025

SECOND ROUND
Early March 2025

THIRD ROUND
5th – 9th March 2025

SUCCESSFUL CANDIDATE TO BE IN POST
Role available from March 2025 onwards





**We await your
application**

For people. Not profit
hr.recruitment@roh.org.uk