

BBC NOW JOB DESCRIPTION

Job Title: Associate Leader

Department: BBC National Orchestra and Chorus of Wales

Division: Nations and Regions

Reports to: Orchestra Manager, BBC National Orchestra of Wales

Base: BBC Hoddinott Hall, Cardiff

Job Purpose

To sit as Associate Leader sitting up to Leader as required.

To have excellent solo and orchestral playing abilities, maintaining the highest musical standards.

To be an effective and committed team player and to play a full role in the life of the orchestra, demonstrating leadership as required.

This job requires travelling throughout the UK and touring overseas as well as some evening and weekend work patterns.

Key Responsibilities

To sit as Associate Leader sitting up to Leader as required.

To maintain the high standard of professional playing and musical and artistic excellence required by the orchestra.

To be an effective communicator, understanding the artistic wishes of the Leader and Conductor, and both enacting them and working co-operatively as part of the section and the wider orchestra.

To familiarise yourself with the relevant parts, including solos, in advance of the first rehearsal and performances.

When leading, to take responsibility for the style, intonation, balance, ensemble, rhythm and preparation of the orchestra in conjunction with the conductor.

When leading, to lead and manage the section effectively, and to share responsibility with the orchestral administration for effective player performance management including training and supporting the BBC's and orchestra's policies on people management and diversity.

When leading, to direct the orchestra or sections in rehearsal and in performance, and manage the section as required.

To support professionally any section principals, leaders, soloists and conductors engaged by the orchestra.

To develop and support positive working relationships with all other members of the orchestra, the section and any freelance players engaged by the orchestra.

Have the ability to work collaboratively to inspire and contribute to performances that meet the highest musical standards.

To assist and consult on the compilation of the list of freelance musicians in your section, where required.

To foster an environment in which artistic excellence flourishes.

To participate in audition panels (to include writing audition reports), trial assessment meetings, and orchestral and artistic meetings as required, with due regard for confidentiality.

To engage in the general activities of the orchestra, such as attendance at meetings, promotional activity, outreach and learning work*, and to act as an ambassador for the BBC and orchestra during these activities.

To be a role model for the BBC Values** and to work in accordance with the BBC/MU Agreement, the orchestral handbook and all other BBC policies and guidelines.

To support all the BBC's policies on managing people and diversity, including participation in Personal Development Reviews and training.

To work in accordance with the BBC's Health and Safety guidelines and policy.

Person Specification

Required Knowledge and Skills

The successful candidate will:

Have excellent professional orchestral and solo playing abilities.

Have a good knowledge of the range of repertoire of the BBC National Orchestra of Wales – primarily the Western Art Music tradition. In addition the BBC National Orchestra of Wales has a specialism for soundtrack performance and recording and direct experience of this genre would be an advantage.

Have the ability to work collaboratively to inspire and contribute to performances that meet the highest musical standards.

Have good interpersonal skills and the ability to establish and develop harmonious working relationships with a diverse range of people.

Demonstrate a commitment to maintain the reputation of the orchestra.

Be able to participate actively as part of a diverse team and be supportive of colleagues.

Demonstrate respect for others by being fully prepared and ready to play at the start of every session.

Have the ability to plan ahead in order to prepare parts, organise allocations and to make the best use of the resources available.

Have an awareness of health and safety issues.

Have a willingness to contribute to the BBC National Orchestra of Wales' commitment to education and learning activity. As the National Orchestra of Wales, the orchestra has a proud obligation to engage the community with its work, demonstrating both the intrinsic and instrumental value of music, especially with young people. Direct experience of this type of activity would be an advantage.

Competencies

Successful candidates are expected to demonstrate the following competencies (behaviours and characteristics) which have been identified as key to success in this role.

Leadership & Managing Performance – ability to create a vision and inspire others to realise it irrespective of circumstance. Sets challenging team and individual objectives, sharing clear expectations about required performance levels. Acknowledges success and monitors the performance of their section. Treats team members with honesty, respect and compassion.

Influencing & Persuading – ability to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change.

Planning & Organising – is able to think ahead in order to establish an effective and appropriate course of action for self and others. Prioritises and plans activities taking into account all the relevant issues and factors such as deadlines, staffing and resources requirements.

Resilience – can maintain personal effectiveness by managing emotions in the face of pressure, setbacks or when dealing with provocative situations. Demonstrates an approach to work that is characterised by commitment, motivation and energy.

Change Management – can understand and anticipate the need for change. Builds frameworks to plan and manage the continuous process of change.

Managing relationships – able to build and maintain effective working relationships with a range of people. Works co-operatively with others to be part of a team, as opposed to working separately or competitively.

Self-Development – is able to identify and apply opportunities for learning and development.

* The BBC is committed to safeguarding the welfare of children and young people and you may come into contact with children and young people as part of your job. Your offer of an engagement with the BBC is therefore subject to you confirming that you are not restricted

from working with children and young people and you will be asked to sign a Personal Declaration Form to that effect. If you work more closely with children the BBC reserves the right to ask you to be checked by the Disclosure and Barring Service.

**** BBC Values**

Trust is the foundation of the BBC: we are independent, impartial and honest

Audiences are at the heart of everything we do

We take pride in delivering **quality** and value for money

Creativity is the lifeblood of our organisation

We **respect** each other and celebrate our diversity so that everyone can give their best

We are one BBC: great things happen when we **work together**

A job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.