

# JOB DESCRIPTION

**Job Title:** Leader  
**Department:** BBC Symphony Orchestra  
**Division:** BBC Content  
**Current Base:** Maida Vale  
**Reporting to:** Orchestra Manager

*We are seeking an exceptional violinist to lead and inspire this world-renowned Orchestra. The ideal candidate will have extensive professional orchestral experience, outstanding leadership abilities combined with the highest level of technical and musical excellence and a collaborative spirit.*

## Context

The **BBC Symphony Orchestra** is one of the UK's leading orchestras, with a distinguished history spanning more than 90 years at the heart of British musical life. Renowned both nationally and internationally, the Orchestra is celebrated for its performances across a broad repertoire, with a particular commitment to 20th-century and contemporary music. Each season, it gives numerous world premieres of works commissioned by BBC Radio 3.

As the international orchestra of the BBC, the BBC Symphony Orchestra appears at the BBC Proms at least a dozen times each year, including the iconic First and Last Nights. All concerts are broadcast on BBC Radio 3, and many are televised, giving the Orchestra one of the highest broadcast profiles of any UK ensemble.

The Orchestra performs regularly under its Chief Conductor, Sakari Oramo, and collaborates with a wide range of leading international conductors and soloists. As Associate Orchestra of the Barbican, it presents an annual season of up to 25 concerts there, featuring composer-focused series, major artistic projects, and critically acclaimed concert performances of opera. The Orchestra also appears frequently at major UK and international festivals and undertakes regular large-scale overseas tours. Studio recording is central to the Orchestra's work, supporting both BBC Radio 3 output and commercial recording projects. Its strong commitment to outreach and learning ensures regular involvement in innovative educational programmes with schools and local communities.

In the coming years, the Orchestra looks forward to moving to a new, purpose-built studio facility on the former Olympic Park in East London, marking an exciting new chapter in its development.

## **Overall purpose of the job:**

**The BBC Symphony Orchestra works approximately 230 days per year and employs two leaders. The two Leaders each undertake the responsibility of leading the Orchestra for approximately 50% of the time, with the Sub-Leader usually leading a small number of sessions during the year.**

The allocation of work for the Leaders each quarter is organised by the Orchestra Manager. This job requires travelling throughout the UK and touring overseas as well as some evening and weekend work.

Whilst this position does not require that you work exclusively for the BBC Symphony Orchestra, it is expected that the Orchestra will have first-call on your availability. In accordance with BBC policy regarding leave, any time off must be agreed in advance by the Management and is subject to the scheduling requirements of the BBC.

## **Job Purpose**

The role of the Leader is to lead, motivate and inspire the 1<sup>st</sup> Violin Section and the Orchestra as a whole. They must have excellent solo and orchestral playing abilities and are responsible for maintaining the highest musical standards required by the BBC Symphony Orchestra. They

will share responsibility with the management team to model and support BBC policies & values including effective people management, development, diversity, inclusion and belonging.

## **Key Responsibilities**

To lead & inspire the Orchestra and to manage the 1<sup>st</sup> violin section.

To direct the Orchestra or sections in rehearsal and in performance as required.

To take responsibility for the style, intonation, balance, ensemble, rhythm and preparation of the section/s in conjunction with the Conductor.

To maintain the highest standard of professional playing and musical and artistic excellence required by the Orchestra.

To familiarise oneself with repertoire and the relevant parts, including solos, preparing them in advance, including providing bowings to the library as required.

To be responsible for maintaining orchestral discipline.

To build and support positive working relationships and support professionally & work collaboratively with all members of the Orchestra, management team, freelance players, artists and Conductors engaged by the Orchestra.

To foster an environment in which artistic excellence flourishes.

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

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 Orchestra and the BBC.

To lead the 1<sup>st</sup> Violins and the Orchestra effectively, and to share responsibility with the management for effective recruitment and performance management, supporting the BBC's and Orchestras' policies on people management and diversity.

To participate in My Conversations, and performance reviews in accordance with the Managing Musical Performance Policy.

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

## **PERSON SPECIFICATION**

### **Required Knowledge and Experience**

Excellent professional orchestral and solo violin playing abilities.

Knowledge of and commitment to the range of repertoire of the **BBC Symphony Orchestra**.

Ability to work collaboratively to inspire and lead performances that meet the highest musical standards, by providing artistic direction and by motivating members of the Orchestra.

Effective people and performance management skills, including the ability to give constructive feedback, deal with sensitive issues and to make important decisions.

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

Commitment to maintain and grow the reputation of the Orchestra.

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

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

Awareness of health and safety issues.

## **Competencies**

*The following competencies (behaviours and characteristics) have been identified as key to success in the job. Successful candidates are expected to demonstrate these competencies.*

**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, set backs 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 Criminal Records Bureau.*

*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.*