



Learning & Development Business Partner Candidate Pack



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Your journey starts here...



English National Opera exists for everyone, creating new experiences with opera that inspires, nurtures creativity and makes a difference. Our vision is for lives changed through opera.

We take a fresh inspiring approach to opera to reflect the diversity of our culture.

We believe that opera is a living art form able to connect to people from all parts of our society. We collaborate with a range of artists and art forms as part of our commitment to the future of the art form. We sing in English, as we believe it enhances the emotional connection between performers and audiences.

We encourage creativity throughout the company and our commitment to the future of opera provides a platform to develop outstanding careers.



We are a world-class national company recognised internationally for the standard of our work. We nurture talent across the entire company including a platform for young singers to start and then develop global careers.

We connect to audiences through inspiring, accessible, world-class opera and stimulating, creative participation programmes.

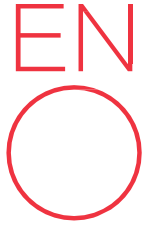
We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

We make our productions accessible by offering a large proportion of tickets at affordable prices, and through our attendance schemes.



We work with a wide range of visiting companies to generate essential revenue and welcome new audiences to share the experience of our theatre.

English National Opera is founded on the belief that opera of the highest quality should be accessible to anyone.



Learning & Development Business Partner

Aim of the role

This is a vital role for the business and will focus on creating and embedding a performance culture through performance management, succession planning, and learning and development to help the leadership team to drive excellence in people enabling them to develop to their full potential.

A key priority is to understand ENO organisation strategy and its future capability needs to identify learning priorities across the organisation, whilst on an individual level, creating a learning environment where employees can continuously develop to be their best. They will be expected to identify current and future skills requirements and create flexible learning interventions to meet the diverse needs of the company.

Reports to

Director of People & Culture

Contract type

Permanent, Full Time

Salary

£45,000.00 per annum

Location

London, with travel to other locations as required. Hybrid working with a minimum 3 days in the Coliseum Theatre.

To Apply

Please send a CV and cover letter detailing your interest and suitability for the role to workwithus@eno.org.

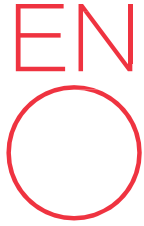
Please also submit our anonymous [Equality and Diversity Monitoring Form](#).

Application Deadline

Midday Friday 28th February 2025

Interviews

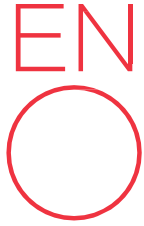
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Key Responsibilities:

- Carry out capability assessments across the company working with senior leaders and heads of department to identify current skills gaps.
- Identify blended learning solutions for example, digital, face to face, social collaborative learning, coaching, action learning sets, and so on.
- Identify a range of learning interventions, including technical, behavioural and leadership programmes and working with external partners where relevant
- Drive a culture of continuing professional development (CPD)
- Facilitate learning interventions
- Partner and coach, managers, and employees to ensure that career development processes provide fair access of opportunity for all.
- Assess the success of development plans and helping employees and the business make the most of learning opportunities
- Help managers to develop their teams through coaching and skills-gap analysis
- Provide learning and development insight, expertise and coaching to senior leaders, acting as trusted advisor.
- Support the Director of People in the development, implementation and regular review of the People Development and Engagement Strategy
- Champion and embed company Values and Behaviours
- Work with senior leaders to devise and develop succession plans.
- Develop and embed a process of continuous performance evaluation
- Work with senior leaders to develop career paths to support internal development and promotion.
- Manage the learning and development budget ensuring interventions are cost effective and add value.
- Develop and facilitate a programme of apprenticeships across all levels of the company



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Person Specification

To be considered for this position, candidates must have the following background and skills:

- Solid experience of working in a relevant L&D role
- Strong consultancy &/or partnering skills with the ability to build strong relationships
- Excellent, coaching and facilitation skills
- Experience of learning design and delivery using a range of learning methodologies
- CIPD &/or relevant qualification is desirable although relevant experience will be considered
- Experience of working in the Arts would be an advantage



Confidentiality

Confidentiality is so important in this role and our policy is strict. All information concerning staff, patrons and other ENO business, the disclosure of which could be detrimental to the company, must be held in the strictest confidence and may not be divulged to any unauthorised person at any time.

Data Protection

Data Protection and adherence to GDPR is equally important. We therefore require that computer information should only be accessed if this has been authorised and is necessary as part of the postholder's work. You will need to be aware of the GDPR 8 key principals, and the Computer Misuse Act 1990.

Health and Safety

Health and Safety is so important at ENO and we would expect that the postholder will be happy to undertake personal responsibility for safety as will be outlined in the ENO safety policy and the Health and Safety at Work Act 1974.

Equal Opportunities

Equal Opportunities is a given. We will expect the postholder to abide by ENO's policies on Equal Opportunities and Dignity at Work.

Code of Conduct

Code of Conduct is sometimes assumed, but at ENO we will require the postholder to act in accordance with ENO's Code of Conduct whereby everyone shall be treated in a professional and courteous manner with full regard to the avoidance of discrimination, consistent with current equal opportunities employment legislation.



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English National Opera is a charitable company limited by guarantee incorporated in England and Wales (Company number 00426792). Charity Registered Number 257210



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