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**Principal Conductor: Ryan Bancroft**  
**Conductor Laureate: Tadaaki Otaka**  
**Leader: Lesley Hatfield**

**Section Principal Percussion**  
**BBC National Orchestra of Wales**

**HOW TO APPLY**

In order to apply for this position, Candidates will need to register on [MusicalChairs](#) and apply via the 'Apply via musicalchairs' button to complete a short information form. Candidates will then follow the below application and audition process: **The deadline to complete the form on MusicalChairs is 12<sup>th</sup> January.** Previous applicants are free to re-apply for this position.

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**The BBC National Orchestra of Wales aims to make the appointment process for its orchestral vacancies inclusive, transparent and accessible to players at all stages in their careers. All candidates who meet the minimum application criteria will have the opportunity to play to the panel and will be given a fair hearing according to the process below.**

Minimum application criteria: completion of, or near completion of, reputable classical music training (e.g. a music degree or equivalent).

**Stage 1:** All candidates are invited to complete the online application form on Musical Chairs. This will be anonymously assessed by the BBC NOW Orchestra Management Team. Candidates will then progress to **Stage 2, or 3** based on pre-determined criteria. Candidates who evidence an exceptional level of professional orchestral experience in equivalent positions will be invited to progress to **Stage 3** all other applicants will be invited to progress to **Stage 2**.

**Stage 2:** Live audition: the requirements of this audition are laid out in Audition Booklet (on musical chairs), excerpts, and sight reading. Live auditions will be held in two rounds. Round 1 will be screened and Round 2 will be unscreened. The two audition rounds will happen in one audition slot. Candidates who are successful at **Stage 2** will progress to **Stage 4**.

**Stage 3 :** Candidates will be invited for a patch of assessed guest work in the orchestra in the Section Principal Percussion position. Candidates may then be invited to perform a live audition to the panel (equivalent to Stage 3) at a mutually convenient time, and, if successful, will progress to **Stage 4**.

**Stage 4:** Candidates will be invited for trial dates of work with the orchestra. Trial dates will include relevant sitting up, as appropriate and where necessary. Candidates will be assessed throughout the trial stage and feedback may be given/requested at any point in the trial. BBC NOW have the ambition that all trials will be completed in a timely manner, whilst ensuring opportunities for relevant candidates to demonstrate their skills across a broad range of repertoire.

**All of the repertoire and relevant information can be downloaded from Musical Chairs in the Audition Booklet**

**Audition dates will be published through Musical Chairs.**

**THE ORCHESTRA**

The BBC National Orchestra and Chorus of Wales is one of the UK's most versatile orchestras, with a varied range of work as both a broadcast orchestra and the national symphony orchestra of Wales. It performs live to tens of thousands of people across the UK and beyond each year including annual performances at the BBC Proms and other International Festivals. The Orchestra has a busy schedule of concerts, broadcasts and recordings for BBC Radio 3, BBC Radio Wales, BBC Radio Cymru and BBC Television. Education and community work is central to the organisation, developing exciting, distinctive and memorable experiences for all ages. The Orchestra is supported by the Arts Council of Wales, and forms part of BBC Wales. BBC National Orchestra of Wales is based at BBC Hoddinott Hall, part of the Wales Millennium Centre in Cardiff Bay and is Orchestra-in-Residence at Wales' National Concert Hall, St David's Hall, Cardiff. We are proud to work with an outstanding group of conductors including Principal Conductor, Ryan Bancroft and Conductor Laureate, Tadaaki Otaka.

**THE POSITION**

BBC NOW is seeking to appoint Section Principal Percussion.

The successful candidate will play as required by orchestration and work in accordance with the BBC/MU Orchestras Agreement. Candidates should have experience of performing in symphony orchestras and evidence through their application excellence in performance to a professional standard. BBC NOW will also consider candidates who are in the early stages of their career and can clearly show potential to fulfil the role. The ideal candidate will be an exceptional player and able to demonstrate commitment to delivering a very high standard of work.

The BBC is an equal opportunity employer and values diversity. We believe that diversity enhances and enriches the arts sector and drives innovation. We positively encourage applications from candidates from all backgrounds and, particularly, from groups who are currently under-represented in the sector.

**VISA SPONSORSHIP**

This role does not attract visa sponsorship. Candidates who are not able to evidence their right to work in the UK will not be considered for this role. It remains the candidate's responsibility:

- a) to ensure they can demonstrate they hold valid documentation proving their eligibility to working in the UK required throughout the recruitment process including any trial period(s) before an offer of employment.
- b) to ensure they can demonstrate they hold valid documentation proving their eligibility to commence the BBC role on the commencement date.

We will carry out right to work checks prior to any work taking place and reserve the right to cancel offers of work where right to work cannot be evidenced by the candidate.

**PERSON SPECIFICATION**

The successful candidate will:

**ESSENTIAL**

- Have excellent and inspirational **professional orchestral and solo playing abilities**;
- Have the knowledge of the **range of repertoire** of the BBC National Orchestra of Wales;
- Have the ability to **work collaboratively**, to inspire and contribute effectively to performances that meet the highest musical standards;
- When leading the Section, have the **ability to provide artistic direction** and motivate members of the Section;
- Have **effective people and performance management skills**, including the ability to give informed and constructive feedback;

- Understand the demands of a **broadcast and recording** orchestra;
- Have good **interpersonal skills** and the ability to establish and develop harmonious working relationships with a diverse range of people;
- Have a commitment to **maintain and enhance the reputation** of the BBC National Orchestra of Wales;
- Be able to plan ahead in order to **manage personal workload** and, when leading the Section, to ensure the Section is organised and prepared; and
- Have an awareness and understanding of **health and safety** issues.

#### **DESIRABLE**

- An expertise in a broad range of musical & performance activities including chamber music, education and studio soundtrack work; and
- Have experience of performing in equivalent roles in professional orchestras.

#### **PERSONAL SKILLS**

- Excellent communication and organisational skills;
- Self-motivated and able to work under pressure;
- Ability to work co-operatively as part of a team; and
- Willing to develop positive working relationships with other members of the orchestra and the management team.

**This job advertisement and any audition materials can be provided in Welsh upon request.**