

JOB DESCRIPTION

Section Principal Percussion

Job Title: Section Principal Percussion
Department: BBC National Orchestra Of Wales
Division: Nations and Regions
Reports To: Orchestra Manager, BBC National Orchestra of Wales
Base: Cardiff

Context

Job Purpose

To sit as Section Principal Percussion, doubling as required by your contract.

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

To be an effective and committed team leader and to play a full role in the life of the Orchestra.

To be an effective and committed team leader when leading the Section.

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

Key Responsibilities

To sit as Section Principal Percussion leading the percussion section.

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

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

To support professionally any Leaders and Conductors engaged by the Orchestra.

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

To lead and manage the section effectively, and to share responsibility with the management for the players' performance.

To assist and consult on the compilation of the list of freelance musicians in their section.

To foster an environment in which artistic excellence flourishes.

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

To participate in audition panels (to include writing audition reports), trial assessment meetings, 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/Orchestra during these activities.

To be a role model for BBC Values** and to work in accordance with the BBC/MU Agreement, the Information for Orchestral Players 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 Experience

Excellent professional orchestral and solo playing abilities.

Knowledge of the range of repertoire of the **BBC National Orchestra of Wales**

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

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

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

Demonstrates commitment to maintain the reputation of the Orchestra.

Participates actively as part of a diverse team and supportive of colleagues.

Demonstrates 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.*

**** 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.

