



National Orchestra
of Wales
Cerddorfa Genedlaethol
Gymreig y BBC

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

Principal Tuba
BBC National Orchestra of Wales

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 5 January 2026.** Previous applicants are free to re-apply for this position.

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. Subject to operational capacity, 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 (depending on application numbers), 3 or 4**, based on pre-determined criteria. Candidates who evidence on the online application form a significant level of professional orchestral experience will be invited to progress to **Stage 3** and candidates who evidence an exceptional level of professional orchestral experience in equivalent positions will be invited to progress to **Stage 4**. All other candidates will progress to **Stage 2**.

Stage 2: Candidates who progress to Stage 2 are required to send a short video submission consisting of the Stage 2 excerpts – to be communicated to stage 2 applicants if required – as detailed in this booklet. The panel will hear the audio only. Successful candidates will be invited to progress to **Stage 3**.

Stage 3: Live audition; the requirements of this audition are laid out in this booklet and include the Vaughan Williams Tuba Concerto, with piano, 1st movement, excerpts, and sight reading. Live auditions will be held in one round and will be screened. Candidates will be expected to play bass tuba (in F or Eb), and contrabass tuba (in C or Bb) as appropriate. Candidates successful at **Stage 3** will progress to **Stage 5**.

Stage 4: Candidates will be invited for a patch of assessed guest work in the orchestra in the relevant position. Candidates then may 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 5**.

Stage 5: 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.

Stage 2 and 3 audition repertoire is detailed in the audition booklet which can be downloaded from MusicalChairs.

During the audition process, you may also be required to perform:

- Sight reading. This will be presented to candidates in their warm up room to prepare before their audition.

Assessment criteria

Musicianship (to include musical understanding of works performed, approaches to style, phrasing, and harmony)

Technical accomplishment (to include intonation, rhythmic stability and accuracy, bowing, and clarity of articulation)

Live Audition Dates

We will be holding live auditions in Cardiff, and audition dates will be communicated via MusicalChairs.

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 a Principal Tuba within the low brass section. The low brass section comprises 4 players including the Section Principal, Donal Bannister.

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.

PERSON SPECIFICATION

The successful candidate will:

ESSENTIAL

- Have excellent **professional orchestral and solo playing abilities**;
- Have the knowledge of the **range of repertoire** of the BBC National Orchestra of Wales;
- Be able to contribute to performances that will meet the **highest artistic standards**;
- Be able to **work effectively and flexibly** within a diverse team environment; and
- Demonstrate respect for others by being **fully prepared** and ready to play at the start of every session.

DESIRABLE

- Expertise in a broad range of musical & performance activities including chamber music, education and studio soundtrack work; and
- 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.