

# Concert Orchestra

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Section Principal Percussion</b>
<b>Department:</b>	<b>BBC Concert Orchestra</b>
<b>Division:</b>	<b>Content</b>
<b>Reports To:</b>	<b>Orchestra Manager</b>

### Context

#### **Chief Conductor**

Anna-Maria Helsing

#### **Principal Guest Conductor & Curator**

Edwin Outwater

#### **Conductor Laureate**

Barry Wordsworth

The mission of the BBC Concert Orchestra is to bring inspiring musical experiences to everyone, everywhere, with the ensemble's versatility as the key. For BBC Radio 3, the Orchestra explores a wide selection of classical and contemporary music and is broadcast weekly on *Friday Night Is Music Night*. It has performed on many soundtracks, including *Blue Planet*, *Serengeti* and *Wild Isles* for BBC One, as well as recording new music for BBC Sounds' *Music & Meditation* podcast and George the Poet's award-winning, *Have You Heard George's Podcast?* In 2022, it recorded Isobel Waller-Bridge's score for Charlie Mackesy's Oscar winning animated film, *The Boy, The Mole, The Fox and The Horse*. It also performs in BBC Radio 2's *Piano Room Month* for BBC iPlayer and BBC Sounds, featuring artists including Raye, P!nk and Petshop Boys.

The orchestra appears regularly at London's Southbank Centre, Nottingham Royal Concert Hall and venues across the UK, and makes annual appearances at the BBC Proms.

The BBC CO offers enjoyable and innovative education and community activities. It has a partnership with the universities in Nottingham, and is involved in programmes including Create Yarmouth, BBC Ten Pieces, the BBC Young Composer competition, the BBC Open Music programme.

<http://www.bbc.co.uk/concertorchestra>

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

The work of the Principal will be scheduled in consultation with the Orchestra Personnel Manager and, if appropriate, the Orchestra Manager. This allocation will take into account the different types of work being undertaken by the Orchestra, and reasonable requests for specific periods of time off.

Whilst this position does not require the Principal to work exclusively with the BBCCO, it is expected that the Orchestra will have first call on the Section Principal's availability & that the work of the BBC CO will be prioritised. 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.

All members must work in accordance with the BBC/MU Agreement, the Information for Orchestral Players Handbook and with all other BBC policies both current and future.

## **Job Purpose**

To act as Section Principal Percussion doubling as required

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

To be an effective and committed team leader when leading the Section, and to play a full role in the life of the BBC Concert Orchestra

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

## **Key Responsibilities**

To play **Section Principal** 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 Leader and Conductor engaged by the Orchestra

To take responsibility for the style, intonation, balance, ensemble, rhythm and preparation of the Section in conjunction with the Leader and the Conductor

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

To liaise with the stage and transport team on percussion line up and instrument requirements

To assist with and consult on the compilation of the list of freelance musicians in the 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 with due regard for confidentiality in audition panels and trial assessment meetings (including writing brief audition and trial notes), and in orchestral and artistic meetings as required

To engage in the general activities of the Orchestra, such as attendance at meetings, promotional activity and outreach and learning work\*, and to act as an ambassador for the BBC and the BBC Concert Orchestra during these activities

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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 BBC policies on managing people and diversity, including participation in Personal Development Reviews and training

To work in accordance with BBC Health and Safety guidelines and policy

## PERSON SPECIFICATION

### Required Knowledge and Experience

Excellent professional orchestral and solo percussion playing ability, including LA.

Knowledge of the range of repertoire of the BBC Concert Orchestra

The 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, supporting 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 and 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.

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**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 – please see the attached BBC Values Guide.*

***The BBC CONCERT ORCHESTRA aims to make the appointment process for its orchestral vacancies inclusive, transparent and accessible to players at all stages in their careers.***

***Stage 1: Please complete the online application process by the 19<sup>th</sup> January 2026  
this will be redacted & anonymously shortlisted by members of the BBC CO Management Team.***

***Candidates will then be invited by email, late January 2026, to Stage 2, 3 or 4, based on pre-determined criteria***

- ***Stage 2: Candidates who progress to Stage 2 are required to submit a short video audition consisting of orchestral excerpts (details will be posted online in early January with a mid February 2026 deadline). The panel will hear the anonymised audio only. Successful candidates will progress to Stage 3.***
- ***Stage 3: Candidates who evidence a significant level of relevant professional orchestral experience will progress directly to live audition. Auditions will be screened. Candidates who are successful at Stage 3 will then progress to Stage 5. We are holding 28<sup>th</sup> March 2026 for these in-person auditions***
- ***Stage 4: Candidates who evidence an exceptional level of professional orchestral experience in equivalent positions will be invited for up to 2 patches of assessed guest work with the orchestra. If successful, candidates will 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.***