

# Paid Traineeship

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## WNO Associate Artist

Fixed Term August 2020 – July 2021

<b>Salary range:</b>	£19,000 to £22,000 per annum, pro rata (depending on experience and the content of traineeship contract to be offered)
<b>Deadline for Applications:</b>	Monday 18 November 2019 (12 pm)
<b>Auditions &amp; Informal interviews:</b>	<b>1st round auditions:</b> 28 & 29 November in Cardiff 2 & 3 December in Manchester 9 & 10 December in Birmingham 11 & 12 December in London 13 December in Bristol/Bath  <b>2nd round auditions:</b> January/February 2020 in Cardiff
<b>Start Date:</b>	3 August 2020
<b>End date:</b>	Circa July 2021; depending on content of contract

**WNO Associate Artist programme aims to encourage singers from all backgrounds to take part and is grateful to the Shirley & Rolf Olsen Bursary and other Bursary supporters for their significant support in enabling us to achieve this.**

### To Apply

Please provide a CV which details all your relevant performance training and current/ previous employment. Along with a cover letter explaining what you feel you would gain from being a WNO associate artist, why the scheme and its associated professional training programme and how this would benefit your future career path into the performing industry.

CVs, covering letters and forms can be submitted electronically to [recruitment@wno.org.uk](mailto:recruitment@wno.org.uk) or in hard copy to the HR Department, WNO, Wales Millennium Centre, Bute Place Cardiff CF10 5AL.

## Our Mission

Our mission is to bring the power, drama and raw emotion of opera to as wide an audience as possible in performances, marked by an uncompromising quest for artistic quality.

As a national company with international status, we sit at the heart of music-making in Wales and play a valuable role in the communities we serve in England. We work with our partners to discover and nurture young operatic talent, and provide the springboard for international careers.

Touring is our lifeblood and we strive to present the highest quality work across our artistic programme, entertaining and inspiring audiences at our operas and concerts and providing transformative experiences through our youth and community work.

Building on our 70-year history and our roots in the communities of South Wales, we aim to demonstrate to future generations that opera is a rewarding, relevant and universal art form.

More than any other company, WNO opens up the world of opera to everyone.

## Our Vision

We believe in the power of opera to transform lives.

## Our Values are:

- Expert** our people have the talent, knowledge and skills to deliver at every level with the highest quality standards
- Collaborative** our work is created by people coming together and working in partnership to successfully achieve common goals
- Smart** we are agile and open-minded, identifying new opportunities and using our resources wisely to maximise our potential
- Innovative** we are unafraid to challenge ourselves creatively and professionally and actively encourage new ideas
- Inclusive** we embrace a diverse workplace culture where people are valued. We respect and recognise each other's differences in an environment where all can thrive

## Our Goals

Goal 1: Artistic

Open up opera through presentation, content, innovation and accessibility

Goal 2: Income

Unlock our creative and artistic capital to grow our income streams

Goal 3: Audience

Grow and diversify our audiences by creating a buzz, increasing engagement and becoming unmissable

Goal 4: Relevance

Increase our relevance and inspire ownership throughout Wales, England and internationally

The energy which drives the Company today is rooted in its formation in the 1940s. In 1943, WNO was founded by a group of people from across South Wales including miners, teachers and doctors. They wanted to forge an opera Company befitting Wales's rich reputation as the 'land of song'. The first rehearsals took place above a garage in Cardiff and their first performance was in April 1946 with the double

bill of *Cavalleria rusticana* and *Pagliacci*. From those early days through to today, WNO has attracted some of the world's best opera singers, and indeed offers many young singers their first steps to international renown.

Following his position as General Director of Seattle Opera since 2014, Aidan Lang joined WNO to lead the Company as General Manager in July 2019.

Welsh National Opera has been led from the pit by a series of great Music Directors and has worked with many of the art form's most influential directors; traditions which continue to this day. Our current Music Director Tomáš Hanus joined WNO in August 2016. At its heart sit the Company's two full-time ensembles, the 40 strong Chorus and 55 strong Orchestra. The Company's funding structure is unique amongst large-scale arts organisations in the UK as it receives its core funding from both the Arts Council of Wales and Arts Council England.

The Company performs at its home base – the state-of-the-art Wales Millennium Centre, Cardiff and tours in Wales and England performing to over 100,000 people each year. Today WNO is an ensemble of passionate and committed musicians, artists, craftspeople, technicians and administrators. It employs over 230 people and has a turnover of £18m.

## About Cardiff – The Home of Welsh National Opera

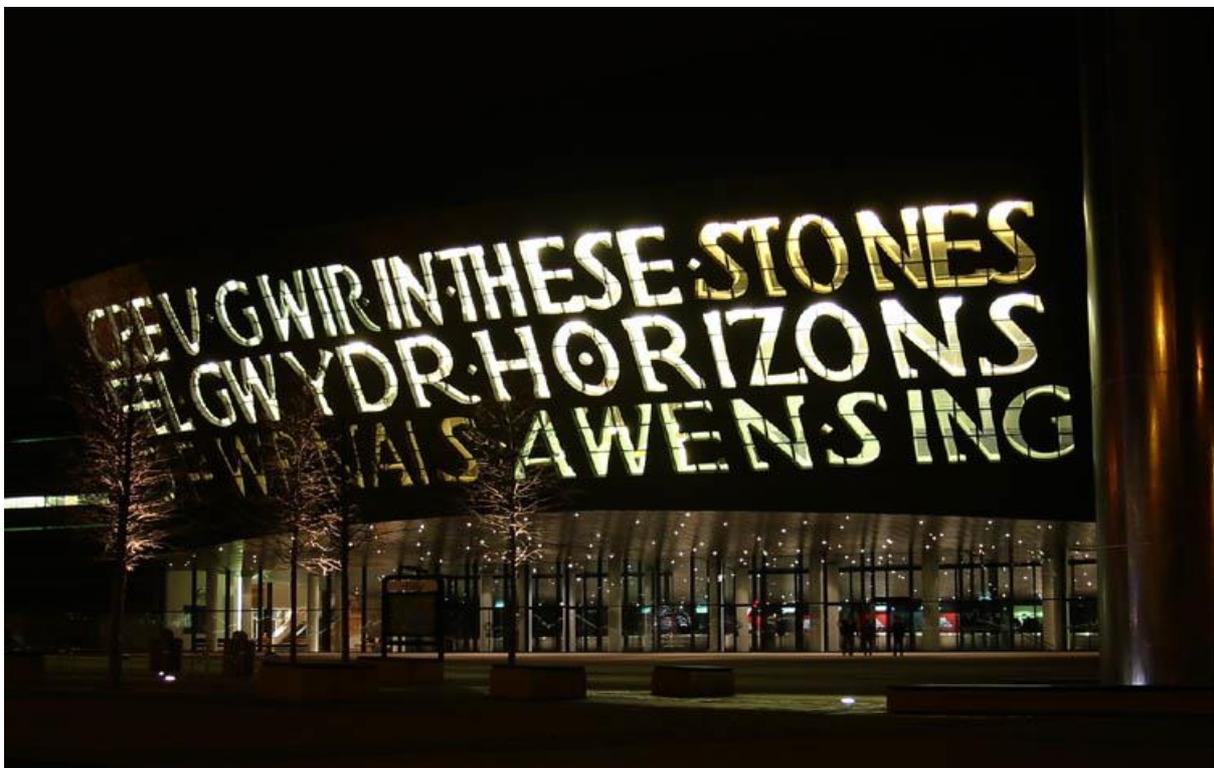
Cardiff is a city proud of its culture, history and language. The capital of Wales since 1955, Cardiff has embraced the role with vigour, emerging in the new millennium as one of Britain's leading urban centres.

Cardiff is a compact city; an ancient castle to the north of its centre; a thriving waterfront at Cardiff Bay to its south; Cardiff combines ancient history, sporting excitement, ultra-modern development, eclectic culture and activities. Cardiff is a friendly, diverse and exciting capital city, just two hours by train from London.

Cardiff offers a startling range of unique attractions, top class entertainment and quality shopping with a difference and is easy to explore on foot with attractions such as the National Museum Cardiff, spectacular Cardiff Castle and the impressive Principality Stadium, all within the City Centre, while Cardiff Bay is a short hop away.

Cardiff is also a thriving hub for the arts and media in Wales and internationally and a flourishing film and TV industry. Many mainstream television programmes such as *Torchwood*, *Merlin*, *Gavin and Stacey*, *Casualty*, *Sherlock*, *Upstairs Downstairs*, *The Hollow Crown* Shakespeare series of plays and *Pobly Cwm* are all being produced by BBC Wales and S4C, with *Doctor Who* attracting fans from across the globe. Cardiff also hosts many musical events including the prestigious *BBC Cardiff Singer of the World* annual competition which draws a huge international audience of fans to the city as well as many arts and media students who chose to study at the Royal Welsh College of Music & Drama, Cardiff School of Journalism, Media and Cultural Studies is based at Cardiff University, a member of the prestigious Russell Group of leading universities and the Cardiff School of Creative and Cultural Industries at the University of South Wales.

Along with the innovative architecture of Cardiff City Centre with its historic buildings, Cardiff Bay offers a great mix of dining, shopping, activities, waterside views, arts and entertainment for everyone. At its heart is Wales Millennium Centre, the home of Welsh National Opera.



## Job Description

**Role:** WNO Associate Artist

**Responsible to:** Head of Artistic Management

### Main purpose of role:

Welsh National Opera is offering the opportunity for **2 singers** to join its ranks as 'WNO Associate Artist'. This is a full-time, year-long traineeship between August 2020 and July 2021.

The programme is not seeking any specific voice types. This would be an ideal opportunity for current students and recent graduates who have specialised in any strand of performance or vocal studies and are looking to develop their performance skills and career within an opera company.

WNO Associate Artist programme aims to encourage singers from all backgrounds to take part and is grateful to the Shirley & Rolf Olsen Bursary and other Bursary supporters for their significant support in enabling us to achieve this.

### Key accountabilities:

#### Auditions will be offered to anyone who meets the following criteria:

- Aged between 18 and 32
- Minimum of 1 year's vocal training at HE, College or Conservatoire level
- Relevant opera performance experience as a Chorister or Principal at College and/or professional level
- UK resident and/or with right to work within the UK

The traineeship will provide a structured learning and professional development programme alongside the opportunity to perform small roles and covers within WNO. Regular vocal and language coaching, singing lessons and workshops with industry professionals will be scheduled to ensure that trainees are given access to the highest level of industry performance, and professional development, opportunities.

#### The main aims of the programme are as follows:

- To give young Artists the opportunity to perform on a national platform (within WNO's mainstage and touring productions)
- The opportunity to learn and study larger roles, supported by coaching from WNO's music staff, as part of a cover cast
- To provide young Artists with a wealth of additional performance opportunities, to expand their experience on all performance platforms, including:
  - Involvement in WNO's Youth and Community projects to hone performance craft in different contexts; as part of workshops / as amateurs, school visits, digital projects etc.
  - Involvement in large-scale concerts (including St David's Hall concerts and full symphonic concerts)
  - Involvement in Development Concerts, Marketing and Press Events
- To provide a structured training and professional development programme to run alongside the role and cover opportunities including, but not limited to:
  - Regular language coaching – sessions in Italian, French and German on a monthly basis
  - A fortnightly coaching session with a member of WNO's Music Staff
  - Singing lessons, with a teacher mutually agreed between the Artist and WNO staff, on a monthly basis
  - Coaching from visiting Artists and industry professionals on specific roles
  - Stagecraft workshops from visiting Directors and Choreographers
  - Audition preparation coaching from WNO's casting committee

- Professional development training (how to 'market' yourself etc. as an Artist)

World-renowned Welsh soprano Rebecca Evans is the programme's Ambassador, and will mentor both singers throughout the year. The programme will be monitored and supported by WNO Head of Artistic Management and WNO Head of Music. At the beginning of the programme, each young singer will devise a development plan in consultation with these staff members. These development plans will be monitored throughout the year, updated and amended as necessary. At the end of the year, a thorough evaluation and debrief of the goals achieved and training / learning objectives met will be carried out.

### **First Round Auditions**

Successful candidates will be invited to a first round audition in a choice of five cities around the UK. You will automatically be allocated to the city closest to your home base.

- The audition will last 10 minutes followed by a 5 minute informal chat with the panel.
- The panel will consist of WNO Head of Artistic Management and/or WNO Casting Officer, WNO Head of Music and/or Assistant Head of Music and a past WNO Associate Artist now working on the professional opera stage.
- An accompanist will be provided from WNO Music Staff

Auditions will take place in:

- Cardiff (28 & 29 November)
- Manchester (2 & 3 December)
- Birmingham (9 & 10 December)
- London (11 & 12 December)
- Bristol/Bath (13 December)

When attending a first round audition you will need to bring at least three contrasting arias/songs with you. You will be asked to sing two of these, one of your own choice and one the choice of the panel. As the auditions will only last 10 minutes please choose arias/songs of an appropriate length.

### **Second Round Auditions**

Artists who are selected from the first round of auditions will be invited to return for a second round audition.

- Second round auditions will take place in WNO's home, Wales Millennium Centre, in Cardiff in January/February 2020.
- The second round audition panel will be as per the first round but will also be joined by WNO General Director, Aidan Lang, and WNO Associate Artist Ambassador, Soprano Rebecca Evans.
- An accompanist will be provided from WNO Music Staff.
- WNO will reimburse the cost of travel to all applicants selected for second round auditions.

**Candidates must make themselves available for each audition round, alternative dates will not be offered.**

### **Health & Safety**

The post carries responsibility for Health & Safety issues at Level 6 (see attached).

## **WNO Associate Artist**

### **Person Specification**

**The ideal candidate will be able to demonstrate the following skills, knowledge and experience:**

- Aged between 18 and 32
- Minimum of 1 year's vocal training at HE, College or Conservatoire level
- Relevant opera performance experience as a Chorister or Principal at College and/or professional level
- UK resident and/or with right to work within the UK

## **Employee Benefits**

### **Pension**

All employees are automatically enrolled into WNO's Stakeholder Pension Scheme (the "Plan") or such other registered pension scheme as may be set up by the Company as a Qualifying Workplace Pension Scheme three months after joining the Company, subject to satisfying certain eligibility criteria.

### **Maternity/ Paternity/ Adoption**

We offer a generous scheme which provides payments in addition to statutory provisions.

### **Corporate Leisure – Gym Membership**

All employees are eligible to obtain the Active Corporate Card operated by Cardiff City Council which is available at a 25% reduced rate and covers various leisure facilities throughout Cardiff.

### **Discounts**

The Wales Millennium Centre offers discounts to residents at selected outlets within the building and selected restaurants around Cardiff Bay on presentation of ID cards.

### **Discounted Cinema Tickets from Cineworld**

Please contact HR for an access code.

### **Staff Parking Discount with Q Park**

We have a corporate rate with Q Park, Pierhead Street (opposite WMC).

## **Main Terms and Conditions**

- Salary £19,000 to £22,000 pro rata, per annum, payable monthly by credit transfer to bank.
- The offer of an appointment is subject to receipt of two references that are satisfactory to the company.
- The appointment is subject to a probationary period of three months.
- Termination of engagement during the probationary period is by one months' notice on either side. Termination thereafter is by three months' notice on either side.
- Working hours will be in-line with the UK Theatre / Equity Agreement for Guest Artists. Rehearsals, lessons and coaching sessions can be scheduled from Monday to Saturday with a maximum of 11 sessions scheduled per week (other than in an emergency or at the Artist's discretion). Sunday working may be required if a performance, in which the trainee is scheduled to perform, takes place on a Sunday.
- Holiday entitlement is 28 days' holiday during each full holiday year (including all public holidays in England and Wales).
- Sickness benefit during the internship is at the statutory minimum.
- The Company offers a contributory pension scheme.

# **Health and Safety**

## **Individual Responsibilities**

All Employees

(Level 6)

**Every employed person, including Managers.**

### **Responsibilities**

All employees are responsible for:-

The observance and implementation of rules and systems which are derived from the Health and Safety Policy and the arrangements for its implementation.

Taking reasonable care for their personal health and safety and that of fellow employees and others who may be affected either directly or indirectly by their acts or omissions at work.

Reporting promptly to the appropriate Manager potential or actual hazards and defects.

Taking part in any health and safety training considered by the Company to be necessary in order to comply with the Company Health and Safety Policy and current legislation.

Knowing the correct action to be taken in the event of an accident, fire or other emergency.

Co-operating with Management and other employees in meeting statutory requirements.

Not interfering with or misusing anything provided to protect their health, safety or welfare which is required by legislation and using any machinery, equipment, substance or safety device in accordance with any training and instruction.