



WNO Vocal Leader Internship

with support from the Foyle Foundation

Fixed Term – January 2022 (TBC) – June 2023 (part time)

Welsh National Opera are pleased to start recruiting for our second round of Vocal Leader Interns. The programme is aimed at outstanding individuals who are already highly skilled as musicians, providing them with the training and continued professional development (CPD) opportunities to develop their skills to become inspiring facilitators.

WNO delivers a number of successful initiatives which identify and nurture talent. Our approach has been designed to encourage cross-over between activities and a clear progression route for those with the interest or ambition to engage with opera further. This work includes our weekly workshops in schools, WNO Youth Opera groups, orchestral placement opportunities, and our Associate Artist scheme.

We are looking for positive, proactive, confident leaders who enjoy thinking on their feet and finding fun in creative

collaborations. Ideally, you will have already had some experience with leading a group in a school or community setting.

The programme provides a progression route for talented creative individuals to develop their skills in music leadership and build a portfolio of practical experience over the course of 18 months. Each intern is assigned a mentor with whom they participate in an ongoing process of self-reflective practise throughout the Internship as part of structured mentoring sessions. Interns additionally have the opportunity to participate in a programme of internal and

external opportunities delivered by experts in their fields.

These opportunities enable interns to develop their 'tool-kits' ensuring they are equipped with practical ideas as well as an understanding of the theory and pedagogy that goes hand-in-hand with the groups of participants we work with e.g. school pupils, hospital patients, care home residents. In their final term with WNO, interns have the opportunity to lead on the development and delivery of a creative project determined by their area of interest.

About the Person

Could this be the job for you?

- Do you have a passion for participatory arts?
- Are you keen to develop your skills in vocal leading and creative music-making?
- Are you open to learning from peers and participants?
- Are you ambitious and passionate about creative learning and working in community settings?
- Do you have some experience of facilitating work in different settings?
- Are you an enthusiastic collaborator?
- Are you a Welsh speaker or working towards fluency?

Welsh National Opera is an Equal Opportunities Employer and a Registered Charity. We encourage people from any background to apply for vacancies. We are committed to creating a workforce which is representative of society and brings together people with a variety of skills and experiences to help shape what we do and how we work.



WNO Teach. Photo by Kirsten McTernan

About the Company

Who is WNO?

Welsh National Opera is based in Cardiff, at the iconic Wales Millennium Centre (WMC) in the bustling area of Cardiff Bay. We are residents of Wales Millennium Centre, sharing facilities with eight other thriving and diverse arts organisations, detailed [here](#)



We believe in the power of opera to transform lives. Our mission is to bring the power, drama and raw emotion of opera to as wide an audience as possible.



WNO *Tosca* Mary Elizabeth Williams. Photo by Robert Workman



WNO *Carmen* Giorgio Caoduro. Photo by Richard Hubert Smith



WNO *Can Sing*. Photo by Kirsten McTernan

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.

About the role

What will a WNO Vocal Leader Intern do?

Our Vocal Leader Interns will have the opportunity to work across our programme of participatory projects delivered in a variety of settings including; a regular programme in primary and SEND schools, early years music, family and school concerts, regular WNO Youth Opera groups, an extensive Hospitals programme, a Dementia choir, short and mid-term creative projects as well as bespoke projects being delivered alongside WNO's main-scale productions.

This internship is for outstanding creative individuals wanting to develop their 'tool-kits' as vocal leaders. Offering an opportunity to gain real hands-on experience, the intern will learn from WNO's established team of Vocal Leaders and be supported by a professional mentor who will facilitate a self-reflective approach towards their practice. The scheme will also support interns to secure further CPD and observation opportunities with other Arts organisations. Interns will work towards designing and delivering creative projects within a community setting towards the end of the scheme. The Vocal Leader Intern will need to be an excellent musician, with the ability to read music at a proficient level and perform to a high standard.

They will be expected to:

- Explore different approaches to music leading, reflecting on and developing leadership styles
- Attend CPD/training opportunities to enhance knowledge and practice
- Observe, assist and eventually, lead on the delivery of projects across the programme
- Collaborate with experienced WNO workshop leaders, producers and mentors in the design and planning of workshops and projects
- Take an active role in the evaluation process of projects
- Attend regular meetings with a designated mentor

Where will Vocal Leader Interns be based?

We are recruiting for two Vocal Leader Interns to start in January 2022; a West Midlands Vocal Leader Intern and a Wales Vocal Leader Intern.

Our Vocal Leader Intern based in Cardiff will work across the South Wales, with North Wales being their second base. Regular travel to our base in Llandudno will be necessary and this will often include overnight stays.

The South Wales programme includes regular work in primary and SEND schools, schools and family concerts, a regular WNO Youth Opera programme (including Youth Opera productions), a regular Hospitals programme, Teacher CPD days and short and mid-term creative projects. Delivery of these projects takes place across the week and includes evenings and weekends.



WNO Youth Opera, Birmingham. Photo by Simon Hadley

About the criteria

Who can apply?

Essential:

- A passion for developing skills in vocal leading and collaborative, creative music-making
- Exceptional musicianship
- Understanding of the voice and an ability to model excellent singing and performance skills
- A willingness to work creatively and collaboratively with other practitioners
- Excellent communicator with good interpersonal skills
- A flexible and adaptable approach, a team player
- Open to receive constructive feedback and self-reflect with a mentor
- A commitment to equal opportunities and working with diverse communities
- An interest and readiness to work with people of all ages and abilities
- Proactive, flexible, resourceful and organised
- Welsh language speaker or working towards fluency

Desirable:

- Experience in opera performance
- Experience of working in either schools, youth groups or community groups either as a music leader, supporting artist or volunteer.

About all the rest

Key information and important dates

- **Job title:** WNO Vocal Leader Intern
- **Reporting to:** WNO Programmes & Engagement
- **Location:** Based in Cardiff with regular travel to our North Wales Hub in Llandudno.
- **Salary:** £19,000 pro-rata payable monthly by credit transfer to bank.
- **Contract type:** Part-time, 21 hours per week, fixed term of 18 months.
- 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 six months. Termination of engagement during the probationary period is by one month's notice on either side. Termination thereafter is by three months' notice on either side.
- This is an annualised hour's contract based on 21 hours per week. The majority of working hours in this role will be spent delivering workshops and sessions in various venues, during the day, in evenings and at weekends.
- Holiday entitlement is 25 days' holidays pro rata during each full holiday year (including all public holidays in England and Wales). These should ideally not be taken during school term-time as a majority of the projects being delivered will be scheduled during these dates.
- Sickness benefit during the internship is at the statutory minimum.
- The Company offers a contributory pension scheme.
- **Application deadline:** 12 noon on Friday 29 October 2021
- **Interview dates:** 25 November 2021
- **Webinar event:** 18 October 2021 8pm, details on WNO Vocal Leader Intern Vacancy webpage.
- **Interview address:** Welsh National Opera, Wales Millennium Centre, Bute Place, Cardiff, CF10 5AL or online via Zoom depending on COVID restrictions.
- **Start date:** w/c 3 January 2022 (TBC)
- **To apply:** Download and complete the Application form and submit along with your CV to recruitment@wno.org.uk.