

## Paid Internship

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### Female Conductor in Residence

<b>Department:</b>	Music
<b>Bursary:</b>	£15,000 over 18 months plus agreed travel expenses
<b>Deadline for Applications:</b>	Monday 3 December 2018 (12:00pm midday)
<b>Auditions and Interviews:</b>	9 & 10 January 2019

### How to Apply

All candidates must complete an application form. Forms can be downloaded at [www.wno.org.uk/vacancies](http://www.wno.org.uk/vacancies) and 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.

In addition to the application form please also provide the following:

- A written document (no more than one side of A4) answering the following questions:
  - What impact would this role have on your career progression and your future professional development?
  - Why are you particularly interested in opera as an art form?
  - What projects have you worked on previously as a conductor?
- A video clip or link to online clip of you conducting. Please send via a drop box or Vimeo link no longer than 10 mins.

## 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:

**Ambitious** – our over-riding ambition is to strive for uncompromising artistic quality. This zeal and commitment is manifest in everything we do.

**Intelligent** – Opera's blend of theatre, words, image and music represents one of Europe's highest artistic achievements. Our work is thoughtful, considered and underpinned by expert knowledge across all disciplines.

**Provocative** – as opera pioneers we are unafraid to challenge both the art form and our audiences. We will create moving, powerful experiences that are life-transforming. Always inquisitive, we are unafraid to take risks.

**Inclusive** - we promote a workplace culture where all can thrive. This diversity is reflected and celebrated in our people, audiences, skills and artistic output.

**Collaborative** – Opera is the most collaborative of art forms, and our output is created by talented teams working together. Beyond the company we work positively with our many partners to help them achieve their goals.

## 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.

David Pountney, one of the world's most influential opera directors, joined WNO to lead the Company as Chief Executive in 2011 prior to becoming the Company's Artistic Director alongside Leonora Thomson as Managing Director in December 2015.

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. Tomáš Hanus joined WNO as Music Director in 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

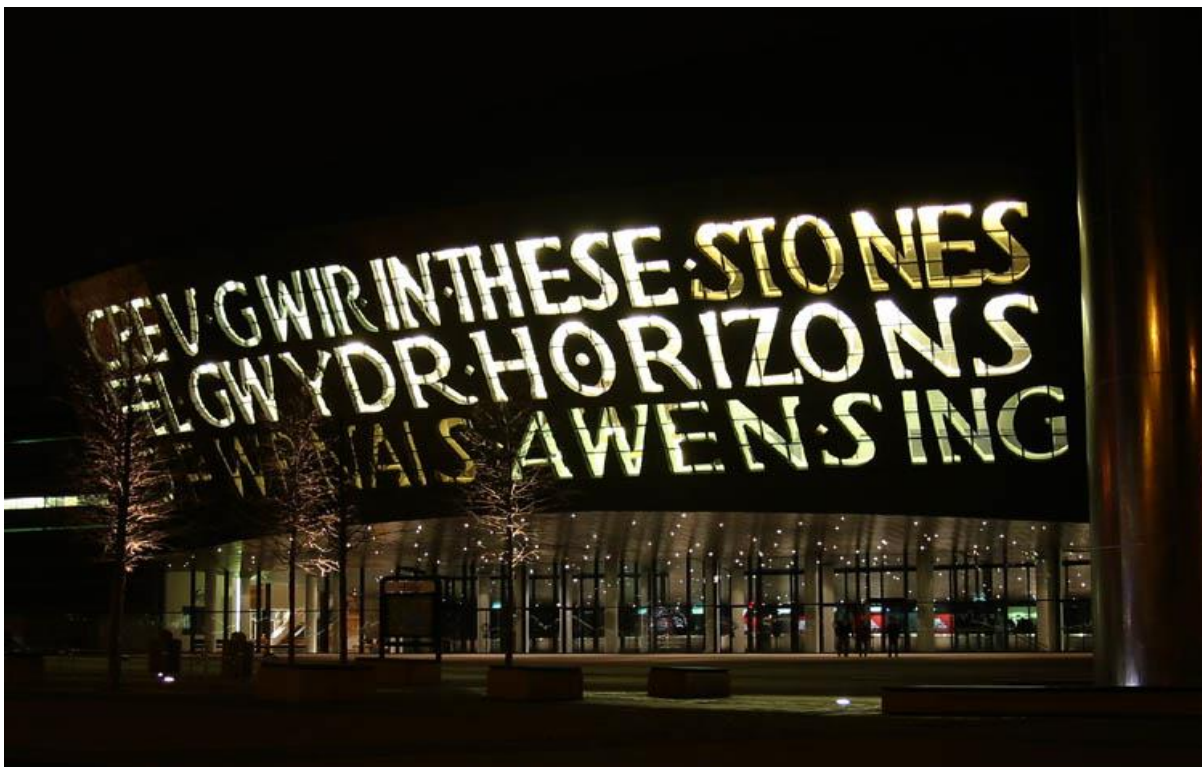
Cardiff is a city proud of its culture, history and language. The capital of Wales since 1955, Cardiff has embraced the role with vigour, emerging in the new millennium as one of Britain's leading urban centres.

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 2 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 Pobl y 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 *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.



## **Paid Internship**

**Role:** Female Conductor in Residence

**Responsible to:** Head of Music & Casting Advisor / Orchestra & Chorus Director

### **Main purpose of role:**

There are 392 conductors currently signed to UK agents, 371 of whom are male.<sup>1</sup> Statistically this means that barely 5% are women, something which WNO would like to be part of actively changing this. We have therefore launched our Female Conductor in Residence programme; an opportunity to work with WNO over 18 months in an assistant capacity as well as the possibility of conducting main scale work according to experience and the availability of relevant repertoire.

The successful candidate will be mentored by professionals Tomáš Hanus (WNO Music Director), Alice Farnham (Artistic Director of Women Conductors with Royal Philharmonic Society) and Carlo Rizzi (WNO Conductor Laureate) in addition to working alongside our highly skilled music staff. The individual will be expected to rehearse ensembles of musicians and singers, and assist other conductors with all aspects of musical support for productions, with both the main scale and Youth, Community and Digital department.

This is a paid internship role for a fixed period of 18 months with a focus on career support and development. We will work with the successful candidate to find a schedule of work during the residency that takes into account preexisting commitments.

### **Scope and dimensions**

The successful candidate will have the opportunity to work on selected new productions as well as revivals. Conducting opportunities may include working as assistant conductor for opera productions, conducting some performances, shadowing existing conductors as well as opportunities to conduct as part of the wider programme of the Company, in particular the Youth, Community Digital department programme.

### **Key accountabilities:**

#### **To work alongside our Opera Music Staff through assisting, rehearsing and conducting performances**

- To rehearse with principal singers, covers and chorus members when necessary
- To plan and prepare accordingly for orchestral and vocal rehearsals
- To attend and conduct rehearsals and performances
- To establish and develop an understanding of all departments within WNO
- To undertake any other reasonable duties which are required from time to time by the Head of Music & Casting Advisor and Orchestra & Chorus Director

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<sup>1</sup>Data as of January 2017 – presented at the ABO Conference.

## **Person Specification**

### **Female Conductor in Residence**

#### **Essential skills, knowledge and experience:**

- A Bachelor's Degree in a relevant discipline
- Demonstrable baton technique, interpretative gestures and verbal communication to lead rehearsals and performances
- Recent working experience working as an orchestral conductor
- Experience in detailed study and preparation of scores and other materials prior to rehearsals
- An ability to inspire and lead musicians into delivering creative performances
- Demonstrable experience of coaching or working with singers / instrumentalists from the keyboard
- Working knowledge of Italian, French and German
- Ability to work quickly and efficiently, sometimes under pressure
- Positive attitude and ability to engage and inspire artists
- Excellent communicator with good inter-personal skills
- A flexible and adaptable approach, a team player
- Self-motivated with the ability to work efficiently and effectively under pressure
- Self-reliance, dependability, discretion and punctuality

#### **Desirable skills, knowledge and experience:**

- Experience in choosing repertoire and planning musical programmes and concert schedules
- Excellent keyboard and sight reading skills
- Experience of working with young people and in schools and communities
- Interest in concert programming
- Good level of experience of Microsoft Office packages
- Ability to speak Welsh

The successful candidate will be required to work some evenings and weekends and tour in the UK and, if required, abroad.

**Please note that this Paid Internship role is for a fixed period of 18 months and in no way to guarantees a full time position with Welsh National Opera on completion.**

## Programme Mentors



**Tomáš Hanus** began his tenure as **WNO Music Director** in autumn 2016 receiving rave reviews from the start. His first season featured opera productions of *Die Fledermaus* and *Der Rosenkavalier*, concerts with the WNO Orchestra at St David's Hall, Cardiff where he received a five-star review in *The Guardian*, and the prestigious Cardiff Singer of the World Competition. Tomáš returned to Cardiff in autumn 2017 with highly acclaimed productions of *Khovanshchina* and Janacek's *From the House of the Dead*. As WNO Music Director, each season Tomáš will conduct orchestral concerts around Wales and England as well as taking the baton during opera seasons.

Outside the UK, in 2017/2018 Tomáš made his debuts at the Vienna State Opera with *Rusalka*, where he received an immediate re-invitation, and at the Zurich Opera with performances of *Rite of Spring*. In 2018/2019 Tomáš continues his strong relationship with Bayerische Staatsoper, Munich where he conducts a new production of *Bartered Bride* and he returns to Opéra National de

Paris for Tchaikovsky's *Iolanta*. Past seasons Tomas has conducted at the Dresden Staatskapelle, the Danish National Opera and Teatro Real Madrid.

As a symphonic conductor, Tomáš has conducted the London Symphony Orchestra, SWR Sinfonieorchester Baden-Baden, Czech Philharmonic, BBC Symphony Orchestra and at the Mostly Mozart Festival New York with the Festival Orchestra to name a few.

Born in Brno in the Czech Republic, he is recognised as one of their most exciting and important current conductors.



**Alice Farnham** is Co-founder and Artistic Director of Women Conductors with Royal Philharmonic Society – a ground-breaking and influential programme created to encourage women to develop a career in conducting. She is also Artistic Director of the National Concert Hall Female Conductor Programme, Dublin and a Guest Lecturer at Dallas Opera's Hart Institute for Women Conductors, and Dirigent i Kultur i Väst in Sweden.

Alice was Music Director of Welsh National Youth Opera 2013 and 2016 for award-winning productions of Maxwell-Davies' *Kommilitonen!* and Britten's *Paul Bunyan*. She is a regular guest conductor at Stockholm's *Folkoperan* (*Turandot*, *Carmen* and *Satyagraha*). Other engagements include Mariinsky Theatre (The

Rape of Lucretia), Royal Opera House (The Firework-maker's Daughter), Teatru Manoel Valetta (*Dido & Aeneas*), Grange Park Opera (*Falstaff*, *I Capuleti e i Montecchi*,) and Singapore Lyric Opera (*Die Zauberflöte*). She has been a guest conductor with many major ballet companies including 'The Royal Ballets Covent Garden' and Birmingham Royal Ballet,. Other engagements include Nordiska Kammerorkester, Gävle Symfoniorkester, Dalasinfonietta, Malta Philharmonic, Sinfonia Viva and Women of the World Orchestra London. Future engagements include performances/productions at Wermlands Opera and Malmö Opera.

Alice was a guest member of the Music Staff at Covent Garden Royal Opera from 2005-2016, and has worked as an assistant conductor at Welsh National Opera and Gothenburg Opera. A student of the



legendary Ilya Musin, Alice studied conducting at the St. Petersburg Conservatoire from 1997-2000. She was Organ Scholar at Oxford University and at St. Thomas' Church Fifth Avenue, New York.

Alice is also listed as No 23 in the BBC Women's Hour Top 40 Music Power List 2018.



**Carlo Rizzi** was born in Milan and studied conducting at the city's Conservatoire. He went on to study in Siena with Franco Ferrara and in Bologna with Vladimir Delman, and was Music Director of WNO from 1992 to 2001 and 2004 to 2008. He was appointed WNO Conductor Laureate in Autumn 2015. Equally at home in the opera house and the concert hall, his repertoire is rich in the works of the Italian tradition from Bellini through to Puccini and the *verismo* school, but also well stocked with the music of Wagner, Strauss and Janáček.

Rizzi is a frequent guest at the Metropolitan Opera and appears regularly with many of the most prestigious houses, including the Royal Opera, London, Opernhaus Zürich, Deutsche Oper Berlin, Teatro alla Scala, Milan, Lyric Opera of Chicago, Opera di Roma, Opéra National de Paris, Salzburg Festival and Netherlands Opera. He also has a strong presence on the orchestra podium, and appears in symphonic

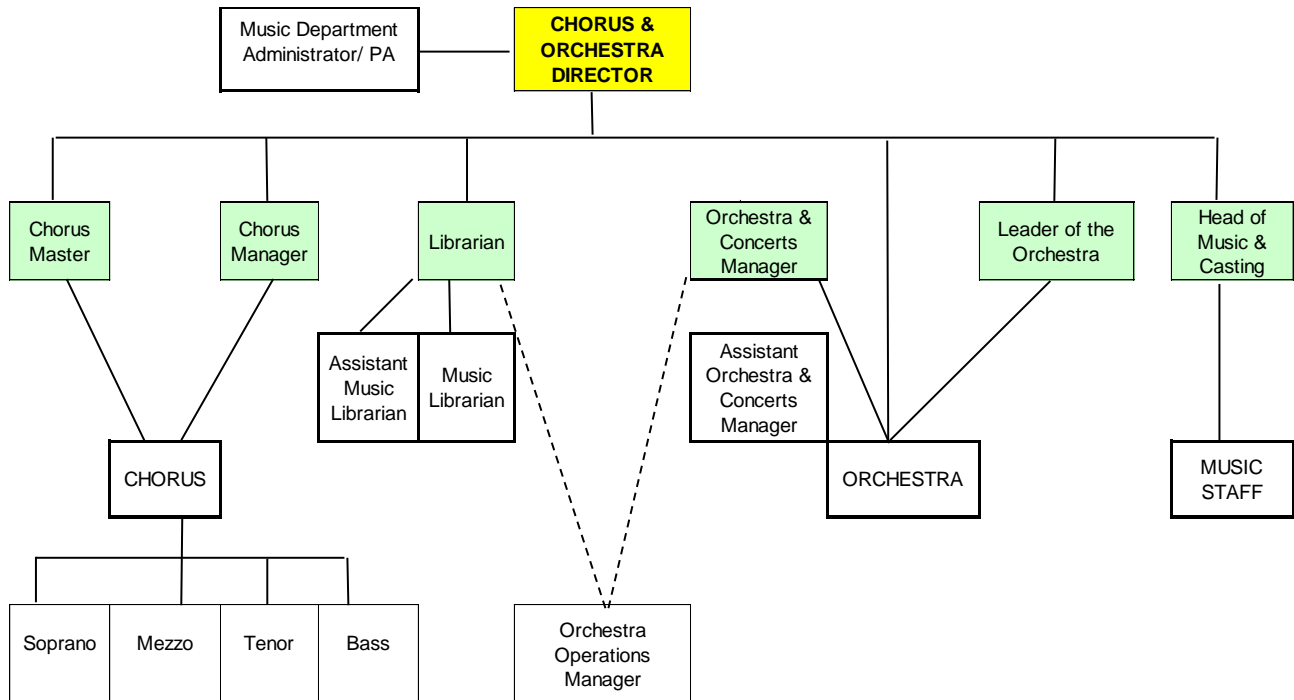
concerts with distinguished orchestras around the world including the Hallé, Filharmonica della Scala, Orchestre Symphonique de Montreal, Orchestra dell'Accademia Nazionale di Santa Cecilia, Netherlands Philharmonic Orchestra, Atlanta Symphony and Hong Kong Philharmonic.

Carlo Rizzi's extensive discography includes complete recordings of Gounod's *Faust*, Janáček's *Katya Kabanova* (in English) and Verdi's *Rigoletto* and *Un ballo in maschera*, all with Welsh National Opera; a DVD and CD of Verdi's *La traviata* recorded live at the Salzburg Festival with the Vienna Philharmonic; numerous recital albums with renowned opera singers; and recordings of symphonic works by Bizet, Ravel, Respighi and Schubert.

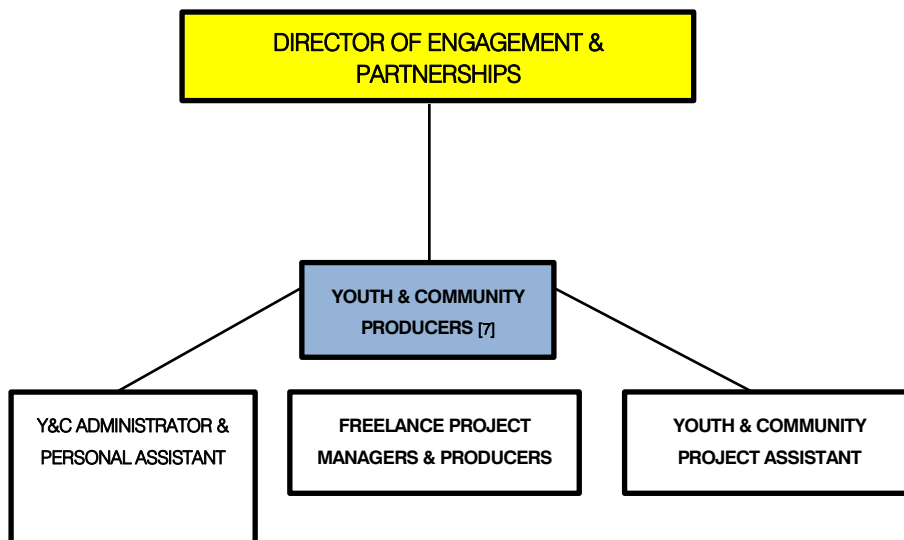


## Department Descriptions

### Music Department



### Youth & Community



## **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.

### **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**

- The bursary of £15,000 will be paid in increments across 18 months 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 is by one months' notice on either side. Normal office hours are 9.30 to 5.30, Monday to Friday, with a 1-hour lunch break. We will work with the successful candidate to find a schedule of work during the residency that takes into account preexisting commitments.
- The role involves regular work outside normal office hours. Flexibility will be required at evenings and weekends and travel may be required in the UK and abroad.
- Holiday entitlement is 28 days' holiday during each full holiday year (including all public holidays in England and Wales) pro rata during first year of employment.
- Sickness benefit is at the statutory minimum.
- The Company offers a contributory pension scheme.

# **Health and Safety**

## **Individual Responsibilities**

All Employees, Workers and Contractors (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.