



# Vacancy

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**Job Title:** Music Director

**Salary:** Subject to Discussion

**Application Closing Date:** 20 March 2026



# Role Profile

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Job Title: Music Director

Responsible to: The General Directors

Welsh National Opera is looking for an exceptional Music Director to work collaboratively with their new General Directors and CEOs, Sarah Crabtree and Adele Thomas, in forging a compelling vision and bright future for the Company.

Welsh National Opera emerged out of the post war spirit of democracy and the Welsh grassroots obsession with the human voice in song. This history informs how we want to reimagine WNO as the opera company of the future.

With its roots in Wales, and a unique touring network across England, we want WNO to be a pioneering, brave and contemporary arts organisation within the UK live art ecology. Building on our international reputation for musical excellence and theatrical vibrancy, we envisage our future as one searching for increased diversity, both on our stages and in our audiences, and questioning what opera can be in the modern world.

There are four key pillars to our aspiration for the Company:

## **BUILDING THE OPERA COMPANY OF THE FUTURE**

Putting future generations of artists, participants, audiences and the development of our artform at the heart of all we do.

## **EICH OPERA CENEDLAETHOL CYMRU/ YOUR WELSH NATIONAL OPERA**

We will strengthen WNO's identity as a modern, democratic opera company, embracing Welsh culture, language and the plethora of Welsh talent on stage and off, whilst celebrating our role as the largest touring company in the UK.

### **STRENGTH IN PARTNERSHIP**

We will forge exciting creative partnerships and co-production relationships from across the creative industries to create distinct, theatrical, impactful opera, whilst also rooting ourselves deeper in the communities in which we live and work.

### **AN ELECTRIC NIGHT OUT**

We will create a flexible, multi-dimensional programme offering reimagined repertoire on the biggest stages alongside site-specific spaces and smaller stages, enabling us to reach new audiences in unexpected places.

## **Person Specification**

The ideal candidate should have:

- International credibility as an opera conductor who can further enhance WNO's reputation for excellence.
- A reputation for innovation alongside a deep understanding of the repertoire and a desire to influence the future of opera.
- A commitment to nurturing the musical and theatrical soul of the Company and a commitment to developing the talents of the Chorus and Orchestra both as ensembles and individuals.
- A real desire to collaborate with the General Directors, the Music and Artistic Administration teams on the planning and execution of the artistic programme across everything the Company does.
- A commitment to developing the Company's Welsh identity both in programming and artist development.
- An interest in WNO's touring remit.
- A willingness to actively take part in the different aspects of WNO's work both in Cardiff and on tour.
- A willingness to be an advocate for the Company's vision with the wider audience and key stakeholders via all media platforms.
- A commitment to spending a significant amount of time in Cardiff, and to be available to WNO senior staff virtually, when not in residence.
- We anticipate a start date of the beginning of the 2027/28 season, but WNO is open to discussing this and the length of tenure with interested candidates.

## Pay and Conditions

1. The salary for this position is subject to discussion, dependent on experience.
2. The hours of work a week may be negotiated.
3. Your minimum paid holiday entitlement will be 25 days per annum plus bank and public holidays. In addition to the basic entitlement, colleagues with more than 5 years' continuous service at the beginning of the leave year will qualify for three additional days leave.
4. Employees are entitled to join the Company's pension scheme after three months employment. (Employer contribution 4%; employee contribution 4%).
5. On joining the pension scheme, you will become a member of the Company's group life insurance scheme which entitles your next of kin to receive a sum of money equal to three times your annual salary in the event of your death whilst an employee of the Company.
6. Discounted parking at Q Park carpark in Cardiff Bay.
7. We support colleagues who want to learn or improve their Welsh language skills, and we offer optional basic Welsh and improver lessons free of charge.
8. Employee Assistance Programme – We provide a free confidential counselling and advice service that is available to the family of all our colleagues, freelancers and contractors.

