

JOB DESCRIPTION

Role:	Head of National Programmes
Reports to:	Director of Learning and Participation
Manages:	Head of ROH Bridge Head of Thurrock L&P National Programmes Officer Staff on national programmes

Role Context

Ballet and opera capture the deepest human emotions. The Royal Opera House (ROH) wants to share these life-changing art forms and their power to thrill, move and excite, with as many people as we can. Three principles stand the test of time and guide us today – Excellence, Theatricality and Curiosity.

The purpose of ROH Learning and Participation is to encourage participation and deepen learning, offering people of all ages the chance to discover and question and create their own responses to ballet and opera.

Our 2015-21 Learning and Participation strategy focuses on widening engagement through developing a trailblazing national programme in schools and colleges to reach the next generation in all its diversity. Especially at a time when the arts are squeezed in schools, we want to advocate for the value of the arts and promote the learning opportunities around opera and ballet. We want to ignite a passion in our art forms, open up opportunities to diversify the future talent pipeline and build a culturally literate and creative nation.

This programme is of great strategic importance to ROH and comprises:

- National schools programmes inspired by our artistic programme with curriculum-relevant projects for teachers to lead in their classroom using digital resources. The portfolio currently includes Create and Sing, Create and Dance, Design and Make, Fanfare and a growing teacher development programme;
- Learning and Participation, Thurrock;
- ROH Bridge working across Essex, Thurrock, Hertfordshire, Bedfordshire and North Kent.

Main Purpose of the Job

This key leadership role works closely with the Director of Learning and Participation and across the ROH to lead the National Programmes, build a network of external

partners, oversee quality standards and support the work of ROH Learning and Participation across three strands:

- Lead, develop and communicate our national programme, to ensure these inspiring learning opportunities achieve national impact in schools and colleges across the country and connect participants to our art forms and organisation;
- Work in close collaboration with Head of ROH Bridge and Head of Learning and Participation Thurrock and their teams to draw together all of ROH Learning and Participation's work in schools and colleges, sharing and building good practice to innovate;
- To support the work of Learning and Participation across ROH including showcasing the National Programme within the new Open Up programme. Collaborate with teams across Learning and Participation to ensure coherence in the ROH offer.

Duties and Responsibilities:

- Inspiring, influencing and delivering change in the Learning and Participation programme to ensure the new strategy is delivered effectively;
- Leading the National Programmes in schools and colleges to expand quality and innovation in teaching and learning of opera, ballet and theatre craft and integrating the work of ROH Bridge and Thurrock Learning and Participation;
- Building an effective network of partners and ambassadors to deliver and support our work;
- Leading and inspiring the team, agreeing objectives, monitoring performance, coaching and giving feedback;
- Working closely with art form teams, digital producers, creative artist and teachers to develop programmes of work and resources in dramatic singing, dance and theatre crafts;
- Leading a robust teacher development programme;
- Demonstrating a commitment to widening diversity;
- Be an active member of the Learning and Participation team, deputising for the Director of Learning and Participation;
- Advocating for arts in education and being a champion for ROH's work nationally and internationally;
- Ensuring that all activity conforms to financial, legal, and statutory policies including Health and Safety, Child Protection, Copyright and Licensing and Insurance.

Key Accountabilities:

- **Strategy** – Work closely with the Director of Learning and Participation and team members to establish priorities in the opera and ballet programmes for schools,

establishing national network of partners actively engaged in Opera and Ballet, setting and monitoring targets. Work towards alignment with ROH Bridge and Thurrock Trailblazer to ensure learnings and collaborations are maximized and innovative practice is developed;

- **Partnerships** – Lead on setting up a national network of partnerships with Music, Dance and Design networks including Music Education Hubs, Sport Partnerships and MATs to host, support and deliver ROH programmes; broker partnerships with others in field to extend impact of our work;
- **Advocacy and Promotion** – Manage and deliver an advocacy and promotion strategy to raise ROH’s profile in schools and across the education sector and attend conferences and network meetings to promote ROH programme;
- **Development of Programmes** - Work closely with art form and digital teams to create and develop new curriculum-relevant teaching and learning content inspired by the ROH artistic programme
- **Team management** – Provide leadership, coaching and support for all staff. Manage recruitment and staff development in liaison with HR. Identify and manage creative practitioners;
- **Project Management** – Lead high level project management to organize extensive national programmes and deploy staff and resources effectively;
- **Evaluation and monitoring** – Manage data capture across the programmes and ensure all are effectively evaluated and data analysed and reported;
- **Relationship building** – Broker and maintain productive relationships across ROH and externally;
- **Financial management** – Draw up, monitor and revise the National Programme budget with the Director of Learning and Participation and work closely with the Finance Department to maintain overview of financial performance and produce reports as necessary.

Cross-team roles

- **Development** – Liaise closely with the Development and Enterprises department to support fundraising and ensure good information flow across Learning & Participation and Development and Enterprises;
- **Orchestra** – Act as key point of contact with the Orchestra of the Royal Opera House;
- **Communications** – Act as conduit between Learning and Participation and the Audiences and Media team, overseeing communications and advocacy for Learning and Participation.
- **ROH Initiative** – Attend and contribute ROH policy and decision meetings as required.

PERSON SPECIFICATION

Essential Knowledge / Skills and Experience:

- Substantial experience working as a Senior Leader in the education / cultural sector with evidence of making impact and demonstrating a comprehensive understanding of good practice in the teaching and learning of arts in schools particularly music and/or dance;
- Strong leadership skills with ability to influence, inspire and motivate;
- Strong project management skills with proven ability to conceive and deliver learning programmes of national significance on time and on budget;
- Excellent communication, presentation and negotiation skills and fluent in English;
- Outstanding people and relationship skills with proven ability to broker complex partnerships with multiple stakeholders across sectors;
- A passion for and some knowledge of opera and / or ballet and commitment to widening access to the work of ROH.

Other Essential Skills

- A degree in music, dance or creative arts, or equivalent;
- Excellent strategic planning skills with the ability to prioritise, define goals and plan effectively to effect change;
- Comprehensive understanding of current structures and practice in the education system;
- Comprehensive understanding of cultural policy in funded arts sector including Arts Council, Cultural Learning Alliance, the arts and social mobility, wellbeing and identity;
- Experience of inspiring and training teachers;
- Interest in digital learning and its potential;
- Commitment to widening diversity and promoting social mobility;
- High level Financial acumen with evidence of successful resource planning, budget management and financial planning;
- Comprehensive understanding of evaluation and its role in best practice.



The role involves regular travel across the country and work outside of standard office hours, including some weekend and evening work. A time off in lieu system is in operation.

Note: This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.