

JOB DESCRIPTION

Role / Title:	Opera Learning and Participation Senior Manager
Reports to:	Director of Learning and Participation (L&P)
Manages:	Learning and Participation Officers Dotted line to Create and Sing Project Manager (Managed by Head of National Programmes)

Role Context:

Ballet and opera capture the deepest emotions and tell universal stories. The Royal Opera House (ROH) wants to share these life-changing artforms and their power to move and excite with as many people as we can. We are home to two of the world's great artistic companies – The Royal Opera and The Royal Ballet - performing world-class opera, ballet, music and dance live on stage in our iconic theatres in Covent Garden accompanied by the Orchestra of the Royal Opera House. We reach out to audiences across the UK and internationally through ROH Cinema and digital content on other platforms.

Learning and Participation (L&P) is central to ROH's mission, playing a vital role in building and diversifying the future of ballet and opera. The programme aims to inspire creativity and widen access to our art forms, particularly for young people. Against a backdrop of lack of equity in arts education and lack of diversity, we are scaling up our national programmes in schools and strengthening programmes to nurture diverse young talent, whilst offering a suite of programmes to welcome participants to our iconic Covent Garden home.

Overall purpose of the job:

This Senior Manager position will lead the Opera L&P programme:

- **Strategic delivery** on the Learning and Participation strategy;
- **Leading Royal Opera Company** relationship and relationships with the wider opera and opera/music sector;
- **Developing Young Talent programme** through our flagship Youth Opera Company, 14-18 programme and new national initiatives;
- **Curating Opera Content for Daytime Events** in the Open Up programme currently including Family Sundays, Creative Exchanges, Recitals, Live at Lunch and Sing at the Royal Opera;
- **Overseeing National Programmes** to ensure Create and Sing aligns with the Opera programme.

This key leadership role works closely with the Director of Learning and Participation, the wider L&P team and the Royal Opera Company to achieve quality and innovation in line with the strategy. You will demonstrate a commitment to widening access and diversity and develop an inclusive approach to engagement for early years, pupils, teachers, families, young talent, community groups, artists and the public. You will build an effective and diverse network of artists, partners and stakeholders to deliver our work. You will be an active leader in the Learning and Participation team, promoting ROH values and developing best inclusive practice in our work and

systems. And you will advocate for quality arts education for everyone as a champion for ROH's work nationally and internationally.

Key Accountabilities:

Strategy and Management

- Inspire, influence and deliver innovation and change in the Learning and Participation programme to ensure the strategy is delivered effectively and efficiently and the programme builds on its reputation for quality and innovation;
- Play an active role on the management team, contributing to cross-team working to ensure an integrated approach to quality practice and the efficient running of the department and its activities;
- Collaborate with The Royal Opera Company - staff and artists - to integrate learning activities, artist development and align with RO priorities.

Creative Programming and Producing

- Work with colleagues to design, produce and deliver creative programmes that engage our target groups with Royal Opera repertoire and techniques, reflecting the artistic and educational policies of the Royal Opera House;
- Lead creative teams of Royal Opera House and freelance artists, undertaking their selection, development, training and management to deliver high quality learning activities;
- Oversee all opera learning activity across the programme to ensure consistent quality;
- Curate and produce performances, workshops and residencies for our public spaces telling our stories in new ways relevant to a 21st century audience.

Project Management

- Lead on project management from developing project description and delivery plan, scheduling and planning, logistics management, resource management;
- Lead on development of digital and written learning resources for the support of projects and for wider general use;
- Undertake all internal and external liaison with key departments to ensure effective delivery of programme including Royal Opera Company, Technical, Production, Stage management;
- Oversee all project administration undertaken by officers.

People Management

- Line-manage department staff as required, providing leadership, coaching and support. Set goals, monitor against performance and nurture individual and team development of staff and freelance team.

Financial Management

- Draw up, manage and monitor the programme budgets, working closely with the General Manager and Financial Controller, preparing all reports as needed by ROH and external funders.

Liaison with Development, Marketing, Communications and Digital Media

- Collaborate with Digital Media to produce opera content for online and other platforms;
- Collaborate with Audiences & Media to ensure effective external communication with the press and public;
- Work closely with Development team on the formulation of funding proposals, reports and evaluations.

Partnership and Stakeholder Management

- Establish and manage relevant partnerships, particularly with conservatoires and learning departments in peer opera companies, national music organisations and community organisations;
- Develop and manage network of stakeholders in liaison with the department.

Evaluation and Documentation

- Evaluate all projects, collecting impact data efficiently and collating for funders and stakeholders;
- Document all projects, maintaining accurate records of the running of the project and the outcomes.

Internal and External Advocacy

- Act as an ambassador for Learning and Participation and The Royal Opera House externally as directed: attending meetings, networking and education events; speaking at conferences; contributing articles and reports for publication to position ROH as a leading advocate for opera education;
- Liaise closely with Royal Opera House colleagues across the organisation, particularly The Royal Opera Company, acting as an advisor on learning issues and promoting the importance of the Royal Opera House's learning remit within the organisation, ensuring the interest and involvement of ROH staff and artists.

Contribute to wider L&P efforts

- Play an active role across the L&P team to ensure an integrated approach to is achieved;
- Act as an ambassador for ROH L&P, positively promoting the full portfolio of our work internally and externally.

Behaviours

- Proactively demonstrate a commitment and contribution to the Royal Opera House's health and safety culture in all activities
- Actively promote the value of diversity in all work; uphold the ROH values and behaviours: Treat each other with Respect - Be Open - Value the Highest Standards
- Ensure confidentiality, in line with organisational policy and data protection requirements
- Actively contribute to own professional development, developing and maintaining knowledge and understanding of legislative changes and best practice developments
- With the other members of the team, share responsibility for housekeeping and the maintenance of standards within the department.

This role forms part of a large department and you will be expected to support other projects and programmes as required.

This position is based in Covent Garden but requires regular work in other locations of England as directed.

This position works 5 out of 7 days and requires regular weekend and evening work.

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

PERSON SPECIFICATION:

Minimum Skills, Knowledge and Experience:

- Significant experience leading high quality opera education programmes within a performing arts organisation for a range of learners, with a particular understanding of opera and its potential within a learning context;
- Comprehensive understanding of current issues in cultural and creative learning and understanding of best practice, particularly in singing and music;
- Leadership and line management experience with proven ability to motivate staff;
- Excellent strategic and organisational skills with experience of long and short-term planning of a programme from conception to delivery;
- Experience of managing five to six figure budgets, ensuring all costs are within budget, financial management is accurate and value for money is achieved;
- Ability to work with a wide and diverse range of internal and external partners including artists, creatives, visiting companies, conservatoires and non-professional groups.

Other Essential Skills, Knowledge and Experience:

- Outstanding written and oral communication skills;
- Knowledge of singing and music in the formal education system, including the National Curriculum and understanding of lifelong learning within adult and community education;
- Demonstrable strategic thinker with a proven ability to problem solve;
- Proficient in working sensitively with different participant groups including schools, young people, families, early years and under represented groups;
- Understanding of safeguarding principles including child protection and working with vulnerable adults;
- Highly adaptable approach to working within given parameters and a can-do attitude;
- Confident ambassador for the L&P in range of settings;
- Commitment to widening diversity and promoting social mobility;
- Confident reporting and evaluating learning programmes from concept to delivery.

The Royal Opera House is committed to creating a diverse and inclusive environment in which everyone can thrive.

