

INFORMATION AND AUDITION PACK FOR CANDIDATES

BALLET CONDUCTING OPPORTUNITIES
WITH THE ROYAL BALLET

1. CONSTANT LAMBERT FELLOWSHIP
2. JETTE PARKER BALLET CONDUCTOR

JANUARY 2023

ROYAL OPERA HOUSE



WELCOME

MESSAGE FROM ALEX BEARD, CHIEF EXECUTIVE

Thank you for taking the time to apply for a role at the Royal Opera House.

Extraordinary, world-class performances of opera and ballet are at the absolute heart of our vision here at the Royal Opera House.

So, whether the audience is in one of our beautiful theatres in Covent Garden, watching around the globe in cinemas and online streaming, or taking part in learning and participation programmes up and down the country, we want as many people as possible to enjoy and appreciate these astonishing artforms.

None of this would be possible without the exceptional team of people who work here. People are centre stage of everything we do at ROH, and we built our culture on our core values: treating everyone with Respect, being Open in our mindset and approach, and striving for the Highest Standards in everything we do.

Everyone is welcome at ROH, whatever your background or experience, and we look forward to your application.

Best of luck!

Alex

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ABOUT US

Home to The Royal Ballet, The Royal Opera and the Orchestra of the Royal Opera House, the Royal Opera House (ROH) brings together world-class performers and trailblazing creative teams to share unforgettable performances with audiences near and far.

We house the busiest theatres in the world, delivering more than 400 performances and around 1,350 learning events each year. We employ 1000 permanent staff and generate a turnover of £135m, attracting 1.5m attendances in Covent Garden and in cinemas.

We're at the forefront of innovation in ways in which audiences can experience opera and ballet. Our work is accessed and experienced across the UK and globally through streams, tours, cinema relays, radio broadcasts and TV output.

We work across three sites, all enabling us to produce exceptional performances – our theatres and offices at Covent Garden, our production workshop at Thurrock and our storage facility at Aberdare.

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THE CONSTANT LAMBERT FELLOWSHIP

THE ROYAL BALLET AND BIRMINGHAM ROYAL BALLET

Named after the Founding Music Director of The Royal Ballet, the Constant Lambert Fellowship is a joint initiative between The Royal Ballet and Birmingham Royal Ballet. Applications for The Constant Lambert Fellowship are invited from conductors aspiring to gain experience of the particular skills required to conduct performances of ballet.

The Fellowship is a tailor-made programme which offers a blend of work, study, and mentoring, including mentoring by Koen Kessels, Music Director of The Royal Ballet and Birmingham Royal Ballet, Paul Murphy, Principal Conductor of Birmingham Royal Ballet, and other ballet music professionals. The successful candidate will conduct BRB's "First Steps" programme during the 2-year tenure and may be offered performances of full-length ballets during the 2nd year.

The Fellowship is offered as a fixed term contract for two years, working across both locations, London and Birmingham, based in London with a salary of £25,000 p.a. plus approved expenses for travel between London and Birmingham, accommodation in Birmingham and some touring.

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JOB DESCRIPTION

JOB TITLE: Constant Lambert Fellowship

**REPORTS TO: Music Director of The Royal Ballet and Birmingham Royal Ballet - Koen Kessels
Principal Conductor of Birmingham Royal Ballet – Paul Murphy
Head of Music, The Royal Ballet – Rob Clark**

CONTRACT TYPE: Permanent

SALARY: £25,000 per annum

HOURS OF WORK: Full time. Varied depending on rehearsal schedule.

STARTING: September 2023

MAIN PURPOSE OF JOB: To undertake mentoring, study and preparation as required for the repertoire of both companies. To assist conductors, music staff and soloists; function as cover conductor as required for designated Royal Ballet and Birmingham Royal Ballet productions.

JOB DESCRIPTION

CONSTANT LAMBERT FELLOWSHIP

Study and Preparation

- Undertake study and preparation as required for the repertoire of both companies
- Undertake mentoring from the Music Director of The Royal Ballet, the Principal Conductor of the Birmingham Royal Ballet, other conductors together with the music and ballet staff of both companies
- Respond in a positive way to direction or feedback as required
- Attend and observe rehearsals as scheduled by both companies
- Mark, correct and maintain music scores

Continuous Improvement

- Manage own learning and continuous professional development
- Work to fulfil all objectives set within the Fellowship

Teamwork and Networking

- Build relationships and networks within both companies, with guidance from the Music Director, Principal Conductor BRB and music and ballet staff
- Maintain the highest standards of attendance, reliability, teamwork and professionalism in all aspects of the work
- Make a positive contribution as an ambassador for the Fellowship

Schedule Requirements

- Undertake sufficient planning to be able to fulfil scheduled work across the two company locations (primary locations Birmingham and London); and to note that the programme can allow a degree of flexibility for the postholder to fulfil existing engagements subject to approval from the Music Director
- Be able to undertake domestic and overseas touring with both companies as required

Conducting

- Assist conductors, music staff and soloists; function as cover conductor as required
- Conduct stage bands as requested for The Royal Ballet; conduct performances of Birmingham Royal Ballet's First Steps project if a sufficiently high standard is attained
- Be sufficiently prepared to conduct to the highest possible standard

JETTE PARKER BALLET CONDUCTOR

JETTE PARKER ARTISTS PROGRAMME
with The Royal Ballet and Northern Ballet

The Jette Parker Ballet Conductor has a unique position within the Jette Parker Artists Programme at the Royal Opera House, working within The Royal Ballet company and drawing on the coaching, administrative and pastoral support of the Jette Parker Programme.

It is a tailor-made programme which offers a blend of work, study, and mentoring, including mentoring by Koen Kessels, Music Director of The Royal Ballet and other ballet music professionals at Northern Ballet. The successful candidate will act as cover conductor for designated Royal Ballet and Northern Ballet productions and have regular one-to-ones with The Royal Ballet's Head of Music, Rob Clark.

This is a fixed term contract for two years, based at Covent Garden. The position also includes a period of time each Season with Northern Ballet in Leeds and/or on tour with accommodation and travel expenses covered, which may lead to podium and performance opportunities with the company.

<https://www.roh.org.uk/about/jette-parker-artists-programme>

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JOB DESCRIPTION

JOB TITLE: Jette Parker Ballet Conductor

REPORTS TO: Head of Jette Parker Artists Programme, Elaine Kidd

CONTRACT TYPE: Permanent

SALARY: £25,000 per annum

HOURS OF WORK: Full time. Varied depending on rehearsal schedule.

STARTING: September 2023

MAIN PURPOSE OF JOB: To undertake mentoring and coaching from the Music Director of The Royal Ballet, The Royal Ballet music staff and other ballet music professionals. To assist conductors, music staff and soloists; function as cover conductor as required for designated Royal Ballet and Northern Ballet productions.

JOB DESCRIPTION

JETTE PARKER BALLET CONDUCTOR

Main Responsibilities

- Prepare repertoire thoroughly, including marking up scores and maintaining up-to-date musical records, and communicating musical information to relevant departments and external partners
- Receive mentoring and coaching from the Music Director of The Royal Ballet and other Royal Ballet music staff
- Receive coaching and mentoring from guest conductors and other ballet music professionals
- Learn productions, choreography and best process practice through regular attendance in studio and stage rehearsals

Continuous Improvement

- Manage own learning and continuous professional development in close liaison with the JPAP Artistic Director and Administration, Company and Events Manager and the Royal Ballet Music Director and Head of Music
- Contribute to a culture of innovation and continuous improvement

Conducting

- Assist conductors, music staff and soloists
- Serve as cover conductor for designated Royal Ballet and Northern Ballet productions
- Conduct stage bands and musicians as requested
- Be sufficiently prepared to conduct to the highest possible standard

Role Requirements

- Create positive relationships with colleagues between the Royal Ballet, the wider Royal Opera House and Northern Ballet communicating diligently and respectfully
- Support the work of the JPAP, Development department and Learning and Participation teams, including at evenings and weekends where required
- Maintain the highest standards of attendance, reliability, teamwork and professionalism in all aspects of the work
- Ability to undertake domestic or foreign touring as required as a member of music staff or cover conductor
- Manage own workload proactively, seeking timely support and guidance when required

PERSON SPECIFICATION

CONSTANT LAMBERT FELLOWSHIP AND JETTE PARKER BALLET CONDUCTOR

Essential knowledge, skills and experience

- A high level of conducting skill, general musicianship, and an understanding of the dance-music relationship
- Demonstrable interest in music for dance
- Good knowledge of the classical ballet repertoire
- An understanding of the working practices of a major theatre
- Demonstrated capacity for effective teamwork and harmonious working relationships at all levels
- Ability to respond in a positive way to mentoring, feedback and direction
- A relevant qualification in music or performance

Continuous Improvement

- Ability to work to and support a culture of continuous improvement
- Commitment to managing own time, learning and continuous professional development

Job Requirements

- Flexibility to be available evenings and weekends, for scheduled rehearsals and performances as required
- The highest standards of attendance, reliability and professionalism across all aspects of the work

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

THE AUDITION PROCESS – 1ST ROUND

PIANO

The **FIRST ROUND** will be held on **MONDAY 6th MARCH 2023** at the Royal Opera House.

Candidates should prepare the following:

- Stravinsky: The Rite of Spring – rehearsal figure 104 to end
- Adam: Giselle – Act II
- Candidates will be asked to conduct both works

Following the completion of Round One, a further shortlisting will decide which candidates will continue to both Rounds Two and Three. Rounds Two and Three will be held the next day.



THE AUDITION PROCESS – 2ND ROUND

DANCERS AND PIANO

The **SECOND ROUND** will be held on the morning of **TUESDAY 7TH MARCH 2023** 09:00 – 12:00 at the Royal Opera House.

Candidates should prepare the following:

- Tchaikovsky: Swan Lake – Act 2 ‘White Pas de Deux’ (no. 10b Pas D’Action)
- Tchaikovsky: The Sleeping Beauty – Act 3 Pas De Deux, Solos & Coda

Candidates will be asked to conduct one of these works, but should prepare both (with Royal Ballet Dancers)

All candidates will then complete Round 3 in the afternoon

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THE AUDITION PROCESS – 3rd ROUND

ORCHESTRA – THE ROYAL BALLET SINFONIA

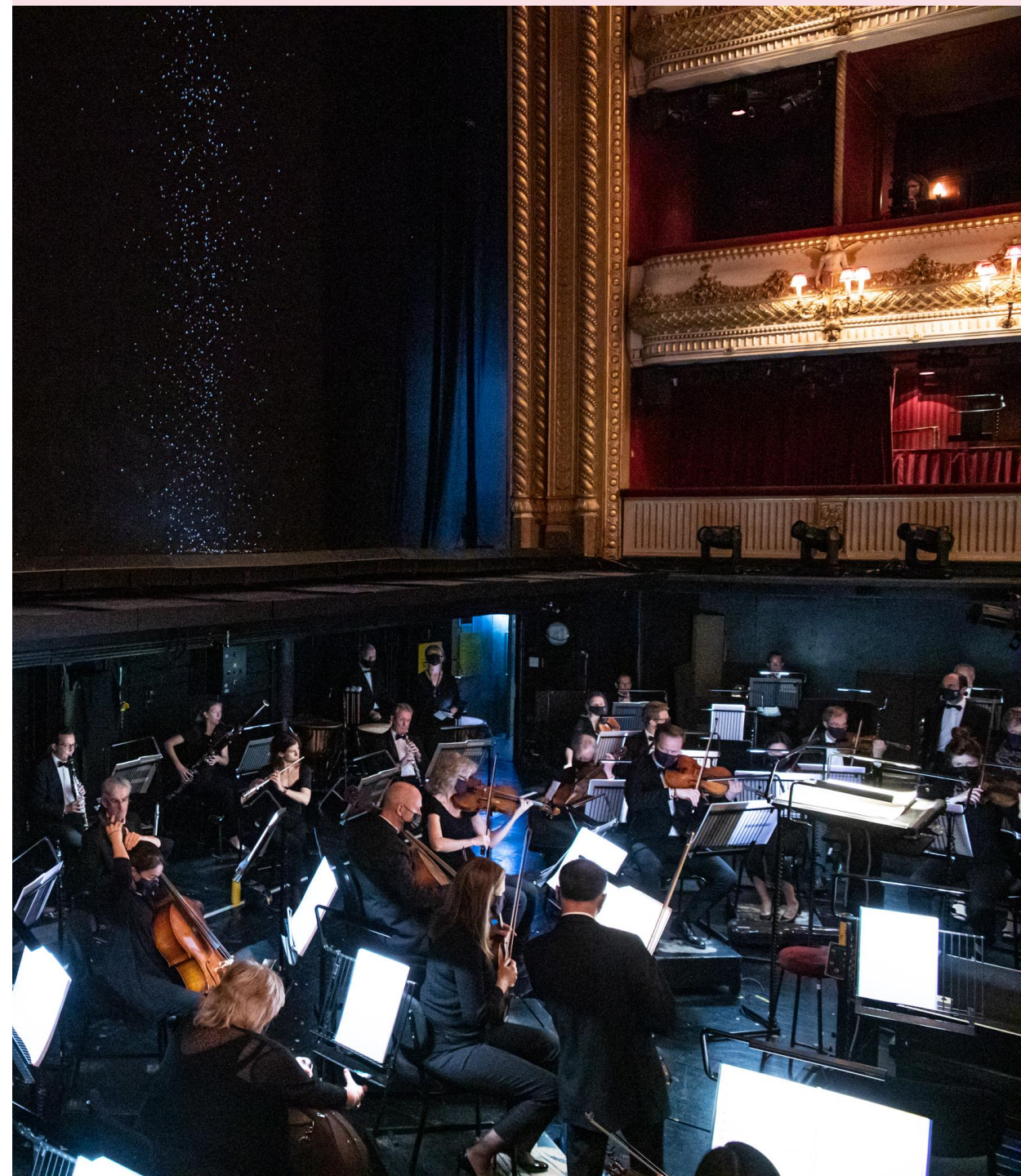
The **THIRD ROUND** will be held on the afternoon of
TUESDAY 7TH MARCH at 14:00 – 17:00 at LSO St. Luke's, London

Candidates should prepare the following:

- Stravinsky: Symphony in C, 3rd Mvt.
- Stravinsky: Apollo, Apotheose
- Massenet: Meditation from Thais

Candidates should prepare all 3 works

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WORKING WITH US – WHAT TO EXPECT

“The Royal Opera House has been an exceptional place to work and thoroughly supported everyone all levels during very difficult times”

“Working at the Royal Opera House has provided me so much joy in my life. I really do love working for such a great organisation and with lovely people.”

“I absolutely love working here.”

Starting a new job can be daunting. At the Royal Opera House we want to make that transition as smooth and easy for you as possible. We'll provide you with all the information you need before you start and will be on hand to answer any questions you may have about the role.

We are a big organisation, with more than 1000 staff and sites at Covent Garden, Thurrock and Aberdare. There will be plenty of people to meet and you'll have a structured induction, including tours of both our Covent Garden and Thurrock sites. This is a great way to orient yourself and understand how all the work comes together.



WORK FOR US – EVERYONE IS WELCOME

We want many more people to enjoy and engage with exceptional ballet and opera.

We believe diversity is about making sure we can attract and develop talented people who bring more because of their different backgrounds, experiences, cultures and outlooks.

Recruiting and working with these talented people is just part of the work. We are committed to creating an environment where everyone believes they belong and can do their best work.

We operate a fair and open recruitment and selection process. Every role is open to all sections of society and we welcome your application, regardless of your sex, race, religion or belief, ethnic origin, different physical ability, age, gender identity or sexual orientation.

We particularly welcome applications from those who are from a global majority background and/or those who are disabled, as they are under-represented within the Royal Opera House. As a Disability Confident employer, we guarantee to interview all disabled applicants who meet the essential minimum criteria for our vacancies.



WORKING WITH US – BENEFITS

- End of season holiday (5 weeks as designated by the Royal Opera)
- Membership of the ROH Pension scheme
- Staff offers on performance tickets and access to general rehearsals
- Subsidised canteen and coffee bar
- Interest free season ticket loan once you have passed your probation and onsite spaces for secure cycle storage, subject to availability
- Family Friendly policies
- Childcare vouchers scheme
- Access to our Employee Assistance Programme providing 24 hour advice and counselling services
- Access to the ROH Benevolent Fund, providing confidential support and assistance
- Special arrangements for Healthcare including a health cash plan for employees and healthcare support for performers
- Discounts on alternative and physical therapies provided in-house
- Discounted staff ballet, Pilates and yoga classes
- Discounts at the ROH Shop
- Concessions at a wide range of local Covent Garden shops, restaurants and gyms



YOUR APPLICATION – CHECKLIST AND WHAT'S NEXT

- Read through this job pack before you make your application.
- We don't accept CVs directly and applications must be made via our website. Follow the link at the bottom of the job description webpage to make your application. [Find out more.](#)
- If you have any questions or require any reasonable adjustments to the application process, please [contact the ROH Recruitment Team.](#)
- After you have submitted your application, we will contact you if you have been shortlisted for the audition/interview stage. *We also contact all unsuccessful applicants by email with an outcome.*



YOUR APPLICATION – TIMELINE

APPLICATIONS CLOSE
FRIDAY 3RD FEBRUARY 2023 (8AM)

FIRST ROUND
MONDAY 6TH MARCH 2023

SECOND ROUND
TUESDAY 7TH MARCH 2023 (AM)

THIRD ROUND
TUESDAY 7TH MARCH 2023 (PM)

SUCCESSFUL CANDIDATES TO BE IN POST
SEPTEMBER 2023

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