

INFORMATION PACK FOR CANDIDATES

MUSIC STAFF, THE ROYAL OPERA

DECEMBER 2022

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

ROYAL OPERA HOUSE



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.



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.



ROYAL OPERA HOUSE – THE ROYAL OPERA

The Royal Opera, under the musical direction of Antonio Pappano and Director of Opera Oliver Mears, is one of the world's leading opera companies. Based in the iconic Covent Garden theatre, it is renowned both for its outstanding performances of traditional opera and for commissioning new works by today's leading opera composers, from Judith Weir and Mark-Anthony Turnage to George Benjamin and Kaija Saariaho.

Some of the world's most famous singers have performed with the Company, including Joyce DiDonato, Renée Fleming, Pretty Yende, Juan Diego Flórez, Angel Blue, Angela Gheorghiu, Jonas Kaufmann, Anna Netrebko and Bryn Terfel.

With a busy programme of performances our répétiteurs are vital to ensuring that Principals are coached to work with the Royal Opera to the highest artistic standards.

They also strongly role model the ROH values:

Treat each other with **R**espect | Be **O**pen | Value the **H**ighest Standards

ROYAL OPERA HOUSE



JOB DESCRIPTION

JOB TITLE: Music Staff

REPORTS TO: Head of Music, Richard Hetherington

CONTRACT TYPE: Permanent

SALARY: £52,871.40 per annum

HOURS OF WORK: Flexible depending on rehearsal schedule (maximum 33 hours a week)

STARTING: September 2023

MAIN PURPOSE OF JOB: To work as a répétiteur and coach Principals to work with the Royal Opera to the highest artistic standards. To advise the Head of Music, Music Director and artistic teams on the musical aspects of staging and rehearsal of Royal Opera productions.

JOB DESCRIPTION

MAIN RESPONSIBILITIES

- Work as a répétiteur including assisting conductors, playing, prompting, stage and pit duties, coaching, standing-in for conductors
- To act as répétiteur or coach for singers undertaking Principal roles and other artists as directed
- To assist with the rehearsal process and staging of Operas as directed (This includes main stage, Linbury and any other designated venue where the Royal Opera perform)
- To attend stage rehearsals or performances as necessary to monitor progress and general level of performance for artists receiving coaching, and to comment on the overall quality of performances
- To give support, advice and feedback to the Head of Music, Music Director and artistic team in rehearsal and staging of certain Royal Opera Productions.
- Play piano for rehearsals, sitzproben and stage and piano rehearsals
- Play for occasional auditions as required
- Mark, correct and maintain piano rehearsal scores
- Assist conductors as required at stage rehearsals
- Conduct stage bands as requested
- Promote the interests of the Royal Opera and the Royal Opera House in the UK and overseas by keeping abreast of the operatic world, building and maintaining networks and nurturing young talent.

Note: We also encourage candidates with a less prominent interest in conducting and strong keyboard skills to apply.

JOB DESCRIPTION

PERSON SPECIFICATION

Essential knowledge, skills and experience

- Comprehensive knowledge of the opera repertoire
- Significant experience as a répétiteur for a major opera company
- A high-profile coach/assistant conductor and equivalent experience as a recitalist with singers of an international standard
- A detailed knowledge of the working processes of an opera company, with experience of scheduling
- Working knowledge of German, French and Italian
- A team player, with a natural rapport with singers, conductors and director, who gets involved in the creative process and takes an interest across all productions from the first model showing to opening night.

Desirable knowledge, skills and experience

- Conducting experience with internationally recognised orchestras
- Considerable experience of nurturing talent and a thorough understanding of the processes of the training of singers
- Thorough knowledge of the national and international opera and music world in general, along with an awareness of the wider context into which The Royal Opera fits
- Ability to communicate both in writing and orally in a fluent and persuasive manner, in good clear English, and to listen, negotiate and be assertive as appropriate
- Working knowledge of Russian and Czech
- Competent IT user – word, excel, outlook
- Able to work flexible hours including regular evenings and weekends.

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

The **FIRST ROUND** will be held on **MONDAY 6th FEBRUARY 2023** and will require applicants to:

- Play and sing an excerpt of *Così fan tutte*, first récit (after big number 1), pages 15-16. *Fuor la spada*.
- Play and sing *Così fan tutte* - Act 1 Finale Big Number 18. Prepare the whole finale Bars 1-697. Bärenreiter Score BA 4606-90. Pages 168-231.
- Play and sing in German an excerpt of *Die Walküre* Act 1 - Peters Score - 2 Bars before Fig 51-Fig 64. Pages 52-68.
- Play and sing a prepared extract of your own choice – maximum 3 and a half minutes.
- Read at sight 2 short sections of spoken text in German and French.
- Prepared sight reading. Candidates will be given a complex piece of sight reading 15 minutes before the audition begins and will then be asked to play it in the audition.
- Sight reading of standard operatic repertoire, without preparation time.

To ensure that we operate a scrupulously fair process the first round of auditions will be conducted 'unsighted', with the panel screened from auditioning candidates



THE AUDITION PROCESS – 2ND ROUND

The **SECOND ROUND** will be held **WEEK COMMENCING 27TH FEBRUARY 2023**.

Applicants will be required to undertake the following assessments:

- Play and Sing - Elektra, beginning to Fig 34. Boosey and Hawkes vocal score, pages 5-19.
- Following a Conductor – La bohème Act 1, beginning to Fig 17. Ricordi score, pages 1-33.
- Conducting (with piano) - Madama Butterfly Aria “Un bel di”. Act 2, Fig 11 until 9 bars after Fig 16.
- Conducting (with piano) - Die Zauberflöte Sprecher Scene. Zauberflöte Act 1 Finale Number 8 - Bar 39-159. Bärenreiter BA 4553 - 90 vocal score. Pages 76-86.
- Interview with the panel.

Please note that for both first and second rounds candidates should prepare the whole of each extract, but may well be asked to play only a part of it. You should be ready to sing but may be asked to concentrate on just playing for certain sections.



THE AUDITION PROCESS – 3rd ROUND

The **THIRD ROUND** will be held on **WEDNESDAY 17TH MAY** with the Music Director of the Royal Opera.

- Candidates will be asked to sing and play Falstaff Act 1 Scene 2 - Pages 47-126 Ricordi.
- Candidates may be asked to play any of the extracts from Rounds 1 and 2.
- Candidates will be asked to coach a singer on an aria received 30 minutes before the audition.



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.



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're committed to anonymous shortlisting and all applications are reviewed on their own merit. For this reason 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
MONDAY 16TH JANUARY 2023

FIRST ROUND
MONDAY 6TH FEBRUARY 2023

SECOND ROUND
WEEK COMMENCING 27TH FEBRUARY 2023

THIRD ROUND
WEDNESDAY 17TH MAY 2023

SUCCESSFUL CANDIDATE TO BE IN POST
SEPTEMBER 2023

ROYAL OPERA HOUSE

