

Royal Opera House Apprenticeships

What part could you play?



INFORMATION PACK FOR CANDIDATES

[Creative Venue Technician Apprenticeship](#)

Applications close **9:00am, Tuesday
7th May 2024**

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.

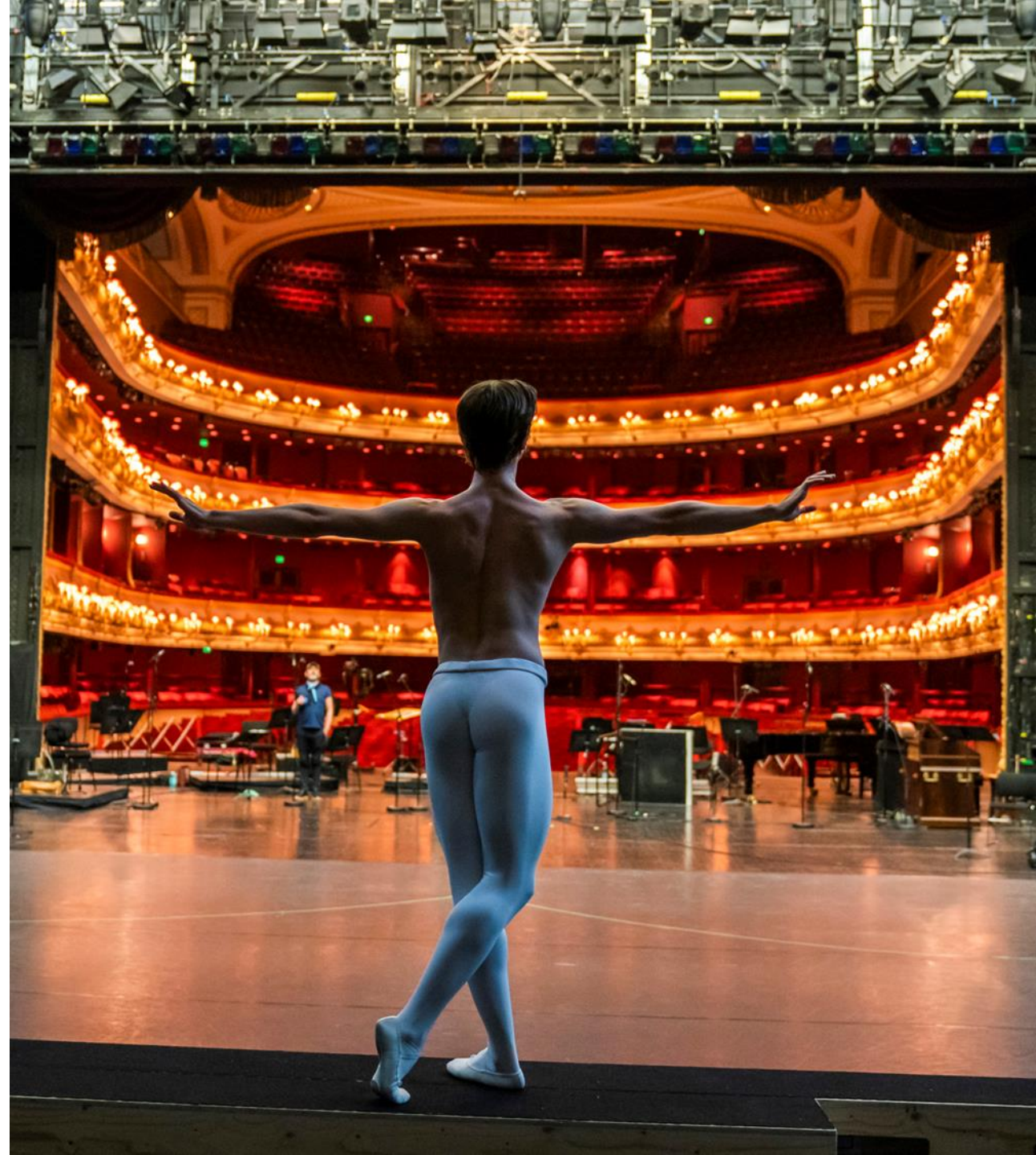
Best of luck!

Alex



ROH Apprenticeships

Gain experience, skills and build confidence in an exciting place to work, where no two days are the same...



ALL ABOUT THE ROYAL OPERA HOUSE

The Royal Opera House is home to The Royal Ballet, Royal Opera and the Orchestra of the Royal Opera House. We are a repertory theatre and a producing house, which means that we make most of the productions ourselves.

We are one of the busiest theatres in the world, delivering more than 400 performances and around 1,350 learning events each year. We employ over 1100 permanent staff, all enabling us to produce exceptional performances. Our staff work across three sites: Covent Garden theatres and offices, our production workshop at Thurrock and our storage facility at Aberdare.



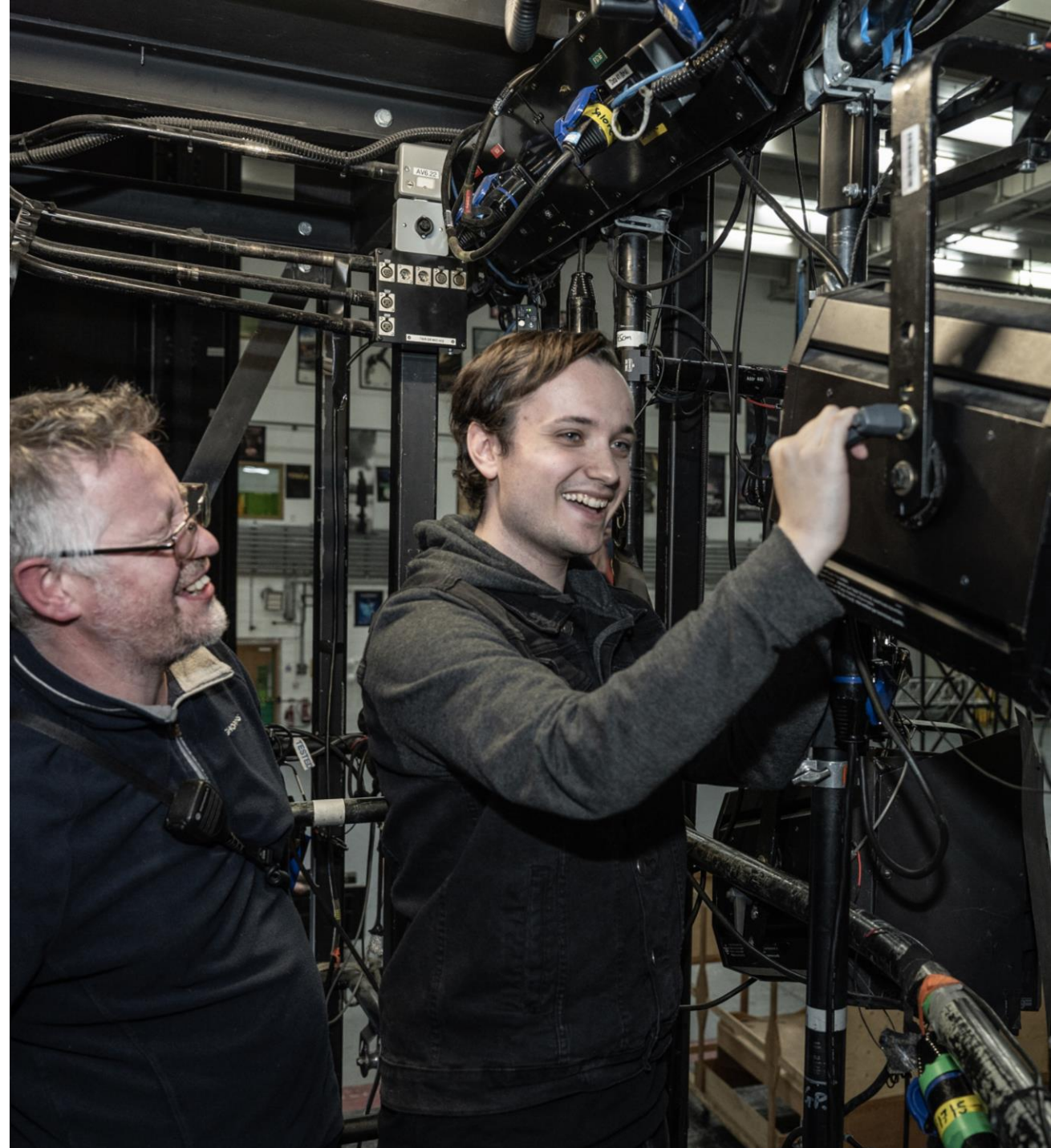
BEHIND THE SCENES...

Every set, costume and prop that appears on the stage to create the spectacular worlds of Opera and Ballet is made by our highly skilled teams. These include Scenic Carpenters, Scenic Metalworkers, Scenic Artists, Props Makers, Armourers, Wig Makers and Costume Makers.

There are also teams of highly skilled people making the live shows happen; lighting experts, sound experts, stage build crews, flies and automation crews, on stage props, costume and wigs and make-up teams.

These teams get the show up and running; taking them from rehearsal through to performance.

There are up to four different productions showing on our main stage in a week and a whole production can be stripped from the stage to make way for another in a matter of minutes.



As well as the teams who work directly on our performances, there is an army of people that support the day-to-day workings of the organisation.

These include:

- Visitor Experience
- Audiences and Commercial
- Learning and Participation
- Development, Advocacy and Public Policy
- Operations, Estates and Facilities
- Finance, Legal and Business Affairs
- Human Resources
- Information Technology

And we have Apprenticeships in these departments too!

ROYAL OPERA HOUSE



Whatever the team, everyone who works at ROH has a passion for what they do and a shared interest in keeping this unique and brilliant theatre doing what it does best.

For that to continue into the future, **we want to encourage fresh, passionate new talent into the building and our apprenticeship scheme plays a big part in that.**

All departments across the organisation support the apprentices through their journey with us.

Apprentices at the ROH get an authentic workplace experience in their specialist field and are fully integrated into the professional teams working on producing our live shows.



WHERE DO YOU FIT IN?

- We are interested in recruiting apprentices that are **curious**, driven by working in a creative environment and are **keen to learn new skills**.
- We don't expect our apprentices to be experts, but we do want people who **bring enthusiasm and a willingness to learn** from some of the best in the industry (and who might teach us a thing or two!)
- We believe diversity is about making sure we can **attract and develop talented people** with 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.**



HOW OUR APPRENTICESHIPS WORK

ROH Apprentices are placed in a department relevant to their apprenticeship. They work as part of those teams across a working week that is regulated by the line manager in the department.

Apprentices are also supported by the Apprenticeships team to ensure each apprentice is happy in their placement and keep them on track throughout. The apprentices also support one another as a peer group; there are several opportunities to meet throughout the placements.

Apprenticeships are 2 years (3 in some cases) and have a mix of work and study. Each position is assigned a college that will support the qualification learning and a percentage of the working week of an apprentice is assigned for college work and study. This is either on day release, block release or remote learning.



As part of the Apprentice cohort you will join with other apprentices from ROH taking part in events, training opportunities and activities to bring you together as a community.

You will be assigned a mentor in your department who can manage your work and progress.

You will have regular pastoral sessions with the apprenticeship team who also manage any practical needs of your qualification or employment

The apprenticeships team also connect with your college to ensure you are on track.

Your college course may be day or block release but we allow you time in your working week to fit this in.

You will earn National Living Wage which will increase by 2.5% in your second year.



ROYAL OPERA HOUSE

Creative Venue Technician

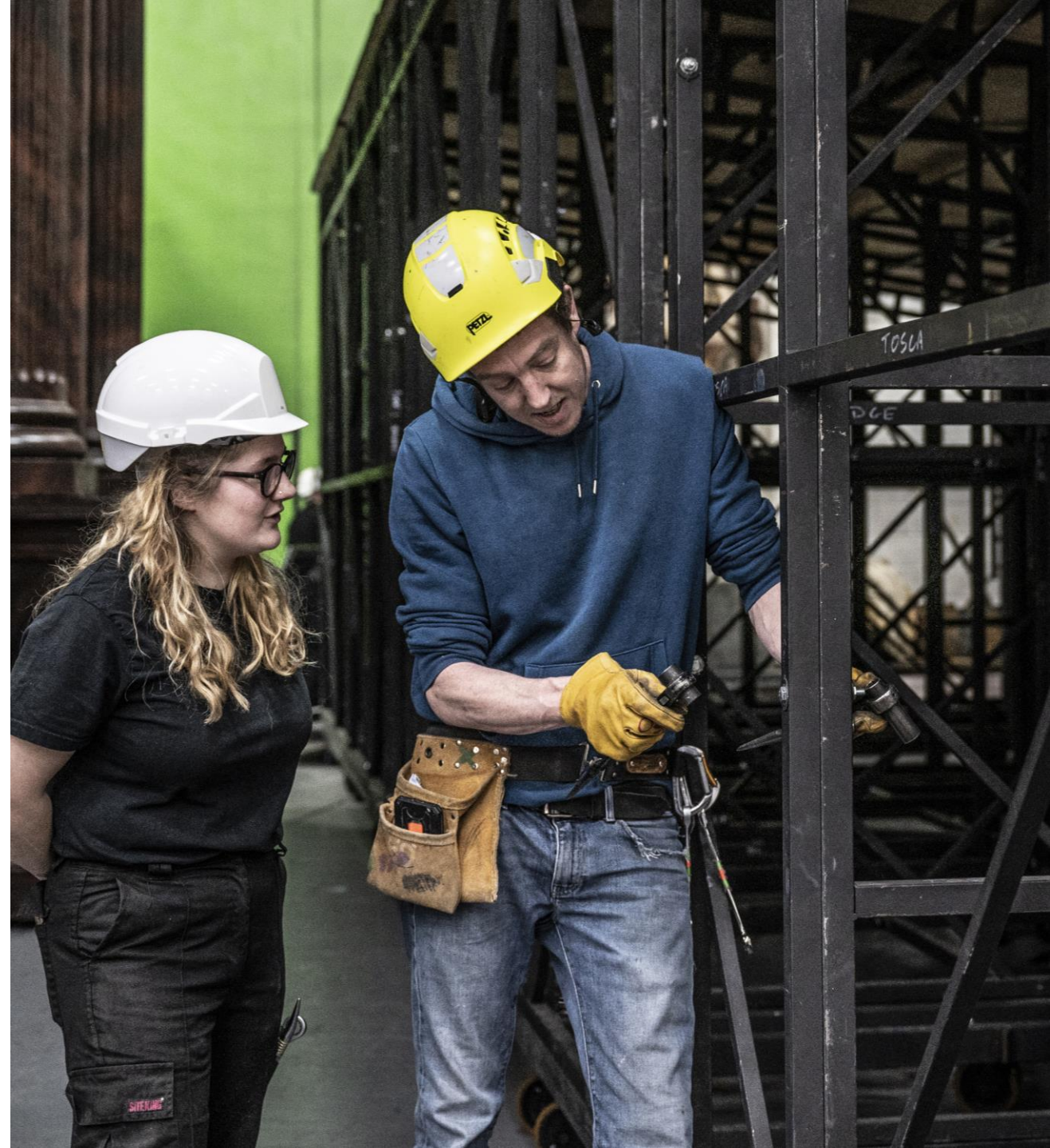
What is a Theatre Technician?

A theatre technician helps install, operate and remove technical equipment and systems on stages and in other performance spaces.

Purpose of the apprenticeship

The Technical Theatre Apprenticeship is an opportunity to train for the role of a technician within the performing arts industry.

Train on some of the busiest stages in the world with state-of-the-art technology and experienced mentors.



WHAT IS INVOLVED?

You will be based in the Technical Department of the ROH, Covent Garden. The Technical Department is responsible for the management and running of the two stages and all other technical areas.

- The apprenticeship will be split between the ROH and online and in person sessions with Access Creative College. You will study for a Level 3 Creative Venue Technician Apprenticeship Standard.
- You will work in many different areas of the ROH Technical Department including the build area, lighting, sound, and the main stage (stage props, flies, stage lighting etc). There will be a chance to specialise in one area towards the end of the apprenticeship.
- Part of the qualification will be achieved through the compilation of a portfolio of evidence demonstrating how the relevant skills have been used in the workplace.
- On average, one day per week will be allocated to college work. These hours will be scheduled flexibly to fit with college and department requirements.



- You will work an average of 42.5 hours per week. Some weeks you will work more than 42.5 hours, but this will be balanced by working less than 42.5 hours in other weeks. This is a typical theatre working pattern which allows for you to get fully involved with shows and projects.
- As part of the apprenticeship there will be the opportunity to spend time in the technical departments of other venues.
- You will be supported throughout the apprenticeship by a college assessor, ROH technical staff and the Apprenticeships Team.
- You will work alongside a variety of people and departments throughout the apprenticeship, but you will work most often with the following teams:
 - Technical and Production Managers
 - Stage Managers
 - Performers
 - Health & Safety Team



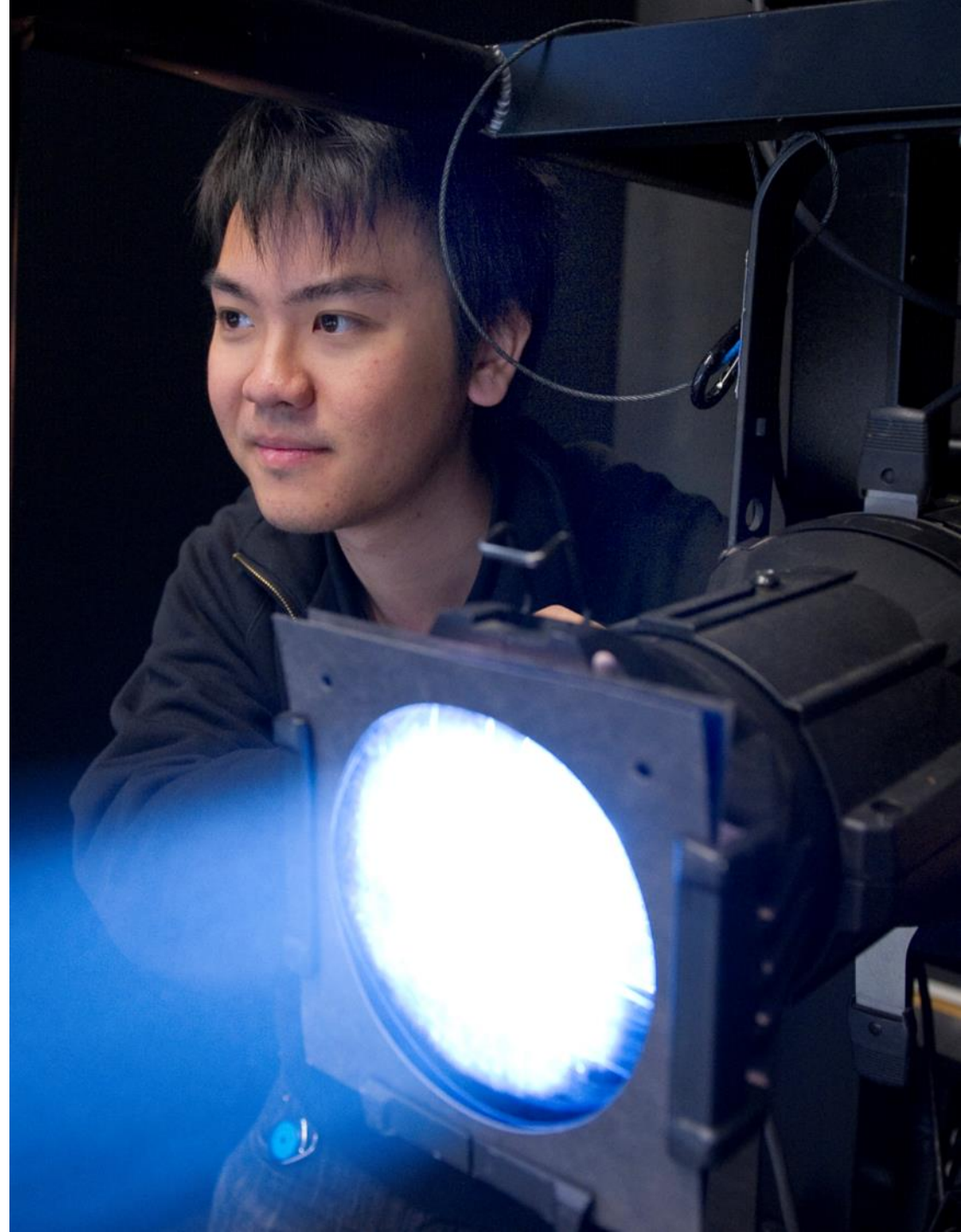
What will you do in the workplace during the apprenticeship?

- Take part in all technical work for a show from workshops to rehearsal room, to on-stage rehearsals and live performances, then into storage.
- Learn about lighting (maintenance, set-up, focussing and follow spots), sound and broadcast, building and breaking down of scenery, moving scenery, setting props on stage, and all aspects of technical work in the theatre.
- Keep up to date with any new and improved ways of working and new theatre technology.
- Have a positive and responsible attitude to health and safety.
- Take responsibility for your own attendance, safe working, motivation, discipline and welfare.
- Undertake additional training as required, including Manual Handling, Working at Height and Safe Use of Mobile Elevated Platforms, (MEWPS).
- Submit learning logs and diaries to the Apprenticeships Officer as required.
- Attend regular meetings with line managers and the Apprenticeships Officer to review progress.



What we are looking for in a Creative Venue Technician Apprentice

- An interest in working backstage in the performing arts.
- Previous involvement in a backstage environment or other live performance event would be desirable. This could be at school, college, youth club, local theatre or venue, or amateur dramatics group.
- Good at working in a team.
- A practical approach to problem solving.
- Good at practical, hands on tasks
- Punctual and good at managing your own schedule
- Respectful and receptive approach to all health and safety requirements.
- Self-motivated to acquire new skills and knowledge
- A helpful, positive and proactive approach.
- Willing to work at height.
- Physically capable of undertaking the requirements of the job including good spatial awareness. Reasonable adjustments will be considered as part of your application.



MINIMUM ESSENTIAL REQUIREMENTS

- You must be **18 years old or over** by 2nd September 2024.
- You must **not** have completed a degree or equivalent level qualification in the UK or elsewhere.
- You must have work authorisation for the UK.
- Ability and willingness to work long hours, including evenings and weekends.
- You must be able to commute to the Royal Opera House in Covent Garden, central London



OUR PROCESS

- 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 female, from a global majority background and/or those who are disabled, as they are under-represented within our Technical Workforce. As a Disability Confident employer, we guarantee to interview all disabled applicants who meet the essential minimum criteria for our vacancies.
- Take a look at [these case studies](#) to hear some past apprentice stories
- See our frequently asked questions if you would like to know more or email your questions to apprentices@roh.org.uk



WHAT ARE THE PERKS?

As an ROH Apprentice you will earn the National Living Wage while you qualify.

You will have the opportunity to take part in other training on offer to staff to add to your wider skills.

You will also benefit from all the ROH Staff discounts and offers. These include:

- Staff offers on performance tickets and access to general rehearsals
- Subsidised canteen and coffee bar
- Access to our Employee Assistance Programme providing 24-hour advice and counselling services
- 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



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 1100 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.



HOW TO APPLY

Scroll to the bottom of the advert on the ROH website and click on 'Apply Now'. Complete our simple application form - we promise it is not too scary. If you have any access needs and would like to complete the form in a different format- please contact us on hr.recruitment@roh.org.uk

- The closing date for applications is 9:00am, 7th May 2024
- First round interviews will be held online week beginning 13th May 2024
- Second round interviews will be held at ROH Covent Garden week beginning 20th May 2024
- Starting date for successful candidate Monday 2nd September 2024

