

APPRENTICESHIP APPLICATIONS - ROYAL OPERA HOUSE



Thank you for considering an apprenticeship with the Royal Opera House.

Whether you are looking to develop a craft career in the arts in our Technical, Production and Costume Department or a back of house career in our administration departments, we are delighted that you have decided to find out more.

This document will give you some top tips for submitting your application.

GOOD LUCK!

1. First and foremost, **read through the relevant Job Pack carefully**. Answers to the most common questions are contained in the pack, as well as information about the Royal Opera House and our work.
2. Check the location of the apprenticeship you are applying for and the college provider we partner with for specific course delivery. Not all roles are based at [ROH Covent Garden](#), as we also have a [Production Workshop in Thurrock](#). You must live within a commutable distance to your place of work and study before embarking on (and during) the apprenticeship so please consider the travel commitments before applying.
3. Roles in our Technical, Production and Costume departments are also required to work unsociable (theatre) hours alongside our shows. This means working evenings and weekends on schedules often organised only a week in advance. Please consider if these working patterns are for you, and again, will work with your commute for the full two-years.
4. Take time to prepare your answers to the shortlisting criteria – we receive hundreds of applications to our apprentice programme so if you want to make yours stand out, take the time to prepare and think about your answers. Make sure you have watched our [Apprenticeships video](#) to understand what we offer.
5. Show us your personality! Apprenticeships are vocational training positions, and we are not looking for the final product. What we are looking for is passion, enthusiasm, and dedication. We want to hire apprentices who will bring fresh energy to the organisation and will be the future of their chosen fields.



6. Tell us about you in your own words. Speak truthfully about your experience and interests. We can tell when applications have been written by third parties, keen parents or AI technology. We want to hear directly about you in your own voice.
7. Try to use real life examples in your answers. Whether from your studies, work experience, volunteering, or personal life, show us how you have transferable skills and a passion relevant to the role you are applying for. We understand many applicants will not have practical work experience and that is ok! Think outside the box when applying life examples to the questions and helping us understand why an apprenticeship is the right route for you.
8. For apprenticeships hosted by our Technical, Production and Costume Department, the start date is always September in line with the academic year and our performance season. Available positions are advertised in April/May each year. Apprenticeship intakes for other roles occur across the course of the year. If you are not yet ready or eligible to apply, we encourage you to set up [email alerts](#) from our website to hear about opportunities as they are advertised.
9. If you have any access requirements when submitting your application, please contact hr.recruitment@roh.org.uk. We currently only accept written applications but if this format is not suitable, let's have a conversation about how we can support you. We are also happy to talk directly to support workers and job coaches.



10. Apprenticeships are a form of vocational training. The standard we award is Level 2 or 3 which equates to a pre-degree qualification. **If you have completed a degree (even in a non-related subject) you are overqualified, and we will not be able to consider your application.** Therefore, please do not invest time and energy in your application as it will be sifted out and you will be disappointed.

For graduates, you might want to consider other forms of engagement with the ROH such as [volunteering](#) and [work experience](#). You can also refer to the up-to-date list of our [current vacancies](#).

There is no upper age limit on ROH apprenticeships, and they can also be a route to retrain and get into a new industry. **However, you must be at least 18 years old at the start of the apprenticeship.**

11. You have applied to an Apprenticeship position, this means you will be required to undertake a college course throughout the two-years you are employed and are expected to work hard to complete the course including attending seminars/teaching, to submit course work/assignments and to pass the assessment at the end of the course. The Apprenticeship is a full-time role and you cannot enrol in another course or get another job for the duration of the apprenticeship.
12. All applications are reviewed by a shortlisting panel which includes the Apprenticeships Team and Hiring Departments. Applications are anonymised so the panel will only see your answers to the shortlisting questions against a candidate

number. They are not given any information about your name, age, location, or any other personal details. The only exception is if you declare a disability in your application.

Therefore, it is vital that you provide us with the information you wish to represent you in the shortlisting questions!

