



Associate Leader Candidate Pack



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Your journey starts here...





English National Opera exists for everyone, creating new experiences with opera that inspires, nurtures creativity and makes a difference. Our vision is for lives changed through opera.

We take a fresh inspiring approach to opera to reflect the diversity of our culture.

We believe that opera is a living art form able to connect to people from all parts of our society. We collaborate with a range of artists and art forms as part of our commitment to the future of the art form. We sing in English, as we believe it enhances the emotional connection between performers and audiences.

We encourage creativity throughout the company and our commitment to the future of opera provides a platform to develop outstanding careers.



We are a world-class national company recognised internationally for the standard of our work. We nurture talent across the entire company including a platform for young singers to start and then develop global careers.

We connect to audiences through inspiring, accessible, world-class opera and stimulating, creative participation programmes.

We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

We make our productions accessible by offering a large proportion of tickets at affordable prices, and through our attendance schemes.



We work with a wide range of visiting companies to generate essential revenue and welcome new audiences to share the experience of our theatre.

English National Opera is founded on the belief that opera of the highest quality should be accessible to anyone.

The award-winning ENO Orchestra is renowned for the versatility of its repertoire spanning four centuries, providing the musical landscape and emotion for all ENO productions.

As equally at home in the fun and sparkle of Gilbert and Sullivan as it is in Wagner's epic scores, it also brings to life the complexities and colours of contemporary operas including those by Birtwistle, John Adams, Tansy Davies, as well as musical theatre productions like *Sweeney Todd*, *Sunset Boulevard* and *My Fair Lady*.

With an established reputation for its Handel work, from pioneering performances with Charles Mackerras in the 1980s to new work with specialists like Laurence Cummings for the BBC Two broadcast of *Messiah* (Easter 2021), in recent years the Orchestra has also received praise for the stamina and commitment it brings to the operas of Philip Glass, including the award-winning productions of *Satyagraha* and *Akhnaten*.

Benefiting from the experience and passion of its players, the ENO Orchestra attracts some of the country's brightest talent. It actively seeks to train the next generation of players through the ENO Evolve scheme with the Royal College of Music; and support a new generation of conductors through the ENO Mackerras Fellowship.

It also seeks to inspire young people in its work with the ENO Engage department, welcoming schools to its dress rehearsals, playing and recording for educational projects and participating in workshops.





Associate Leader

SUMMARY

The Associate Leader plays a key leadership role within the Orchestra of English National Opera, supporting the Leader in maintaining the highest artistic and professional standards across a diverse range of work. This includes full-scale opera, chamber opera, ballet, symphonic and chamber concerts, as well as media projects, learning and participation (Engage) work, and development events.

Please note that this is a seasonal 7-month contract in line with our Opera season at London Coliseum.

Reports to

Orchestra Manager

Salary

Up to £50,000 per annum

Location

London and other locations as required.

Hours

In a typical week the Orchestra work up to 8 sessions on varying repertoire.

Associate Leader

Key Accountabilities

- Sitting No.2 1st Violin and regularly leading the Orchestra of English National Opera in all types of work including (but not limited to) opera, chamber opera, ballet, concerts, chamber concerts, Engage (Learning and Participation), Development events and all media-related work
- Supporting the Leader to maintain the highest professional standard of playing
- Leading and motivating colleagues by example, underpinned by ENO's Values and Behaviours
- Attending auditions, panel meetings, publicity campaigns, photo-shoots, Engage sessions, Development events and any other relevant meetings or events, as required
- Supporting the Leader to consistently demonstrate and uphold with colleagues, the highest standards of professional behaviour and to promote and support ENO policies, ensuring discipline and professional standards are maintained throughout
- Working with the Orchestra Leader and Music Librarian in the preparation of string parts where bowings or other markings are needed
- Undertaking any other duties as may be reasonably required

Associate Leader

Person Specification

Required:

- Exceptional instrumental ability as a professional violinist with significant experience performing in a leading symphonic or opera orchestra
- Demonstrable experience as a section leader or assistant leader, with a proven ability to lead confidently, sensitively, and collaboratively
- Strong ensemble skills, with the ability to lead by example, inspire colleagues, and maintain artistic consistency across performances
- Experience or willingness to engage in Outreach (Engage), and Development activities as a representative of the Orchestra
- Excellent interpersonal skills and the ability to collaborate across departments and with visiting artists and conductors
- Willingness to participate in auditions, media work, and promotional activities
- Understanding of, and commitment to upholding, ENO's Values including equity, diversity, and inclusion in the workplace

Associate Leader

To Apply

Please send the following to workwithus@eno.org:

- CV (Please do **not** include a headshot in your CV)
- Covering letter (500 words maximum) **or** introductory video (2 minutes maximum- no performance videos, please) detailing your interest and suitability for the role as well as your right to work status.

Please also submit our anonymous [Equality and Diversity Monitoring Form](#).

Please note that all applicants must have the right to work in the UK.

Application Deadline

Monday 18 August 2025, 10am

Auditions

September 2025

Audition requirements will be sent to applicants selected to audition.



Confidentiality

Confidentiality is so important in this role and our policy is strict. All information concerning staff, patrons and other ENO business, the disclosure of which could be detrimental to the company, must be held in the strictest confidence and may not be divulged to any unauthorised person at any time.

Data Protection

Data Protection and adherence to GDPR is equally important. We therefore require that computer information should only be accessed if this has been authorised and is necessary as part of the postholder's work. You will need to be aware of the GDPR 8 key principals, and the Computer Misuse Act 1990.

Health and Safety

Health and Safety is so important at ENO and we would expect that the postholder will be happy to undertake personal responsibility for safety as will be outlined in the ENO safety policy and the Health and Safety at Work Act 1974.

Equal Opportunities

Equal Opportunities is a given. We will expect the postholder to abide by ENO's policies on Equal Opportunities and Dignity at Work.

Code of Conduct

Code of Conduct is sometimes assumed, but at ENO we will require the postholder to act in accordance with ENO's Code of Conduct whereby everyone shall be treated in a professional and courteous manner with full regard to the avoidance of discrimination, consistent with current equal opportunities employment legislation.



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