



# **CBSO** City of Birmingham Symphony Orchestra

## **Section Leader Cello**

The CBSO is seeking a Section Leader to lead our cello section. This vacancy follows the departure of a long-standing member of the section, who has given 35 years of distinguished service to the CBSO as section leader.

This position will be part of the Section Leader forum, and the successful candidate will, in addition to performance, be expected to:

- Manage the Cello section, including preparing bowings.
- Sit on recruitment panels and attend auditions as required.
- Attend Section Leader meetings.

The successful candidate may also have the opportunity to perform solo works with the orchestra.

Any applicants who have previously auditioned or trialed for a CBSO Section Leader Cello role are welcome and encouraged to apply for this position.

**SALARY:** £52,942 per annum

**CONTRACT:** 190 days per annum (flexible contract arrangements will be considered)

**LOCATION:** Birmingham

**DEADLINE TO APPLY:** Monday 5 January 2026



# ABOUT THE CBSO

The City of Birmingham Symphony Orchestra (CBSO) is the flagship of musical life in Birmingham and the West Midlands, and one of the world's great orchestras.

Resident at Symphony Hall in Birmingham, the orchestra performs over 150 concerts each year in Birmingham, the UK and around the world, playing music that ranges from classics to contemporary, film music to symphonic disco, and everything in between. With a far-reaching community programme and a family of choruses and ensembles, it is involved in every aspect of music-making in the Midlands. But at its centre is a team of 90 superb professional musicians, and more than 100-years of making great music in the heart of Birmingham.

That local tradition started with the orchestra's very first symphonic concert in 1920 – conducted by Sir Edward Elgar. Ever since then, through war, recessions, social change and civic renewal, the CBSO has been proud to be Birmingham's orchestra.

Under principal conductors including Adrian Boult, George Weldon, Andrzej Panufnik and Louis Frémaux, the CBSO won an artistic reputation that spread far beyond the Midlands. But it was when it discovered the young British conductor Simon Rattle in 1980 that the CBSO became internationally famous – and showed how the arts can help give a new sense of direction to a whole city.

Rattle's successors Sakari Oramo, Andris Nelsons and Mirga Gražinytė-Tyla helped cement that global reputation, and continued to build on the CBSO's tradition of flying the flag for Birmingham. Now, under the dynamic leadership of Kazuki Yamada, the CBSO continues to do what it does best – playing great music for the people of Birmingham, the Midlands, and beyond.



# OTHER OPPORTUNITIES

## LEARNING AND PARTICIPATION

The CBSO offers a range of Continuous Professional Development opportunities for its musicians, which includes the opportunity to engage with the CBSO's Learning and Participation Programme. The L&P programme works with a broad and diverse range of participants through projects in primary, secondary and special schools, care settings and community venues. We support talented young musicians through our partnership projects with the Royal Birmingham Conservatoire, the CBSO Youth Orchestra, a training orchestra and side-by-side orchestra days. The CBSO Youth Orchestra meets three times a year receiving coaching from CBSO musicians.

## CHAMBER MUSIC

In addition, there are chamber music opportunities in our player-led Centre Stage series and small ensemble performances for a range of different audiences at the CBSO Centre and across the region.

## OUR COMMITMENT TO EQUALITY AND DIVERSITY

The CBSO is an equal opportunity organisation: we value diversity in our organisation and welcome applications from everyone. We consistently monitor our recruitment process to ensure that individuals are selected based on their relevant merits and abilities and receive equal treatment.

You will be welcomed at the CBSO and will find an inclusive environment where different views and experiences are valued, and everyone is able to be themselves. We recognise and understand the importance of diversity and inclusion and want our organisation to be representative of the audiences, people and communities we serve.





# PERSON SPECIFICATION

Candidates should ideally have experience of leading an orchestral Cello section and evidence through their application form of excellence in performance in a professional context. The CBSO will also consider candidates who are in the earlier stages of their career and can clearly demonstrate their potential to fulfil the role.

The ideal candidate will be able to demonstrate the following skills and experience:

## **Essential:**

- Highly reputable classical music training at higher education level and above.
- Recent high level orchestral experience as a professional cellist.
- Demonstrate playing, artistic and administrative leadership ability.
- Commitment to delivering the highest standard of work.
- Demonstrate excellent communication and organisational skills.
- Be self-motivated and able to work under pressure.
- Demonstrate the ability to develop positive working relationships and to work co-operatively as part of a team with other members of the orchestra and staff teams.
- Demonstrate respect for others by being fully prepared to play at the start of every session.
- The ability to understand and to speak English.

## **Desirable:**

- Considerable recent orchestral experience in a Section Leader Cello position.
- Proven expertise in a broad range of musical and performance activities including Learning and Engagement work and chamber ensembles.



# HOW TO APPLY

To apply to for this position, please complete the online application form below. Any queries should be directed to [applications@cbso.co.uk](mailto:applications@cbso.co.uk).

Please note that our shortlisting process is anonymous, so please ensure your application form does not reference your name or personal details.

We ask that you complete the Equality, Diversity and Inclusion Monitoring section of the online form when you submit your application. The information collected will be treated as confidential, used for statistical purposes only, and will not be treated as part of your application.

**Link to application form:** <https://forms.office.com/e/Tf1YSmhVTv>

## RECRUITMENT TIMETABLE:

Application deadline: 5 January 2026

Auditions in Birmingham: 16 February, 19 February, 4 March and 15 April 2026

Both First and Second audition rounds will take place on the same day using a call back system.

## QUERIES:

If you have any urgent queries, please contact [applications@cbso.co.uk](mailto:applications@cbso.co.uk).



# RECRUITMENT OVERVIEW

## 1. Shortlisting

Following the deadline, anonymised application forms will be reviewed and scored by the recruitment panel. Candidates will then be offered a First Round (screened) audition or an Automatic Second Round (unscreened) audition based on their score. Automatic Trials will not be offered.

## 2. Audition

First and Second audition rounds will take place on the same day using a call back system.

First Round auditions are screened (anonymous) and will include performing one piece and a small number of orchestral excerpts – full details and notated music for both rounds is included in the Audition Booklet.

Second Round auditions (for candidates progressing from the First Round) are unscreened and will include another piece and further orchestral excerpts. Candidates may be asked to present material from the First Round again and may be asked to respond to feedback from the panel.

Candidates shortlisted for an Automatic Second Round will be asked to present all material from both audition rounds in a single, unscreened audition.

All audition rounds will be heard unaccompanied.

## 3. Trial

Candidates who have demonstrated a suitable playing ability through audition will be invited to trial for the position. This involves being invited for assessed freelance work with the orchestra on a project-by-project basis. The recruitment panel and section will meet regularly to discuss each candidate's progress and provide feedback or updates where necessary.





# TERMS & CONDITIONS

- The contract allows for non-orchestral work to be delivered in contract whilst always prioritising the work in the orchestra.
- There are thirty-five days paid holiday in addition to Public Holidays.
- Membership of the Company's Group Stakeholder Pension Plan.
- Various benefits for CBSO employees including, but not limited to:
  - An instrument loan fund (up to £5,000) at preferential rates of interest.
  - A study fund offering players up to £250 per annum.
  - Comprehensive instrument insurance.
  - A comprehensive sickness scheme, with cover for long term sickness or permanent disability.
  - Opportunity to join the employee-led [CBSO Benevolent Fund](#).
- All CBSO employees are expected to adhere to all CBSO's policies.
- Please see the [CBSO / MU Standard Contract](#) for full terms and conditions.

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Full Terms and Conditions as per [CBSO MU Employment Agreement](#).