



# Vacancy

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## Leader of the Orchestra (Concertmaster)

WNO is seeking an exceptional **Leader of the Orchestra**.

Welsh National Opera shares the power of live opera and performance with audiences and communities across Wales and England.

Boasting a diverse range of artistic activities, from grand opera to chamber work, WNO Orchestra is an exciting ensemble of artistic excellence.

In recent years, WNO has given critically acclaimed new productions of Britten's *Peter Grimes* (2025) and *Death in Venice* (2024). WNO Orchestra enjoys a busy concert programme, including an international reputation with invitations to the Janáček Festival in Brno (2022) and opening the Prague Spring Festival (2023.)

The Company is at a particularly exciting point in time, having welcomed new co-Artistic Directors Adele Thomas and Sarah Crabtree to the business in January 2025. The Company is also in the process of recruiting a new Music Director, following a decade under the Artistic Leadership of Tomáš Hanus. Previous Music Directors have included Carlo Rizzi and Lothar Koenigs.

Department: Artistic Administration

Salary: Negotiable

Deadline for Applications: Friday 28 August 2026

Contract to start: January 2028 (Full-time, permanent contract)

Audition Requirements: Audition requirements will be communicated to successful candidates after CV shortlisting.

Applicants shortlisted for auditions will be invited to an audition in person in Cardiff – week commencing **12**

**October 2026.** This will consist of screened and unscreened auditions. Selected candidates may then be invited to play with the orchestra on the same day as part of the audition process.

Applicants shortlisted for trial periods with the Orchestra will be invited for trials commencing in December 2026.

# Job Description

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**Job title:** Leader of the Orchestra (Concertmaster)

**Responsible to:** Head of Chorus and Orchestra

**Main purpose of job:** To Lead the Orchestra for opera of all scales, concert and staged performances and rehearsals of Welsh National Opera Orchestra. To provide Artistic leadership to the Company, and represent the Orchestra and Principals' group. To participate in WNO's Participation and Engagement programmes. Serving as a member of Artistic Administration, providing leadership and expertise when it comes to artistic vision, programming, orchestral fixing. Musically prepare for all sessions of WNO orchestra activity.

## Other Duties

- Perform as Concertmaster for rehearsals and performances.
- Conduct sectionals as required.
- Collaborate with Music Director and visiting conductors.
- Collaborate with members of orchestral management regarding fixing decisions, scheduling and programming.
- Collaborate with Music Library over bowings and editions of materials where necessary.
- Engage with WNO's Marketing and Development strands of work.

## General

- To cooperate with us in complying with relevant health and safety legislation, policies and procedure in the performance of the post. The post carries responsibility for Health & Safety issues at level 6 (see attached).
- To behave in accordance with our values.
- To maintain confidentiality and observe data protection and associated guidelines where appropriate.
- To ensure compliance with our policies and procedures at all times.

The duties in this job description are not exhaustive and may be altered at any time to reflect the changing needs of the organisation.

# Person Specification

## Co-Leader

### Skills, knowledge and experience:

- **Exceptional and demonstrable orchestral leadership skills**
- **Very high standard of technical instrumental skill, musicality and performance**
- **Significant experience of leading professional opera/ballet/symphony orchestras**
- **Strong administrative skills**
- Strong collaborative skills and ability to influence
- National and international renown
- Motivated, committed and flexible in approach
- Strong work ethic
- Ability to work as part of a team
- Good interpersonal skills
- Good communication skills

## Health and Safety

### Individual Responsibilities

All Employees

(Level 6)

**Every employed person, including Managers.**

#### Responsibilities

All employees are responsible for: -

The observance and implementation of rules and systems which are derived from the Health and Safety Policy and the arrangements for its implementation.

Taking reasonable care for their personal health and safety and that of fellow employees and others who may be affected either directly or indirectly by their acts or omissions at work.

Reporting promptly to the appropriate Manager potential or actual hazards and defects.

Taking part in any health and safety training considered by the Company to be necessary in order to comply with the Company Health and Safety Policy and current legislation.

Knowing the correct action to be taken in the event of an accident, fire or other emergency.

Co-operating with Management and other employees in meeting statutory requirements.

Not interfering with or misusing anything provided to protect their health, safety or welfare which is required by legislation and using any machinery, equipment, substance or safety device in accordance with any training and instruction.