

# Philharmonia

## Head of Programming & Creative Producing

June 2026

### **Overview of the Organisation**

The Philharmonia Orchestra is one of the world's great orchestras and has been creating thrilling performances for a global audience since 1945.

### Artistic Leadership

Celebrated young Finn Santtu-Matias Rouvali is our Principal Conductor. Santtu follows in the footsteps of great artists including Herbert von Karajan, Otto Klemperer and Riccardo Muti. His immediate predecessor Esa-Pekka Salonen is our Conductor Laureate, and in 2023, Marin Alsop joined the Philharmonia family as Principal Guest Conductor.

This inspirational artistic leadership is at the core of our work on the concert platform, which we then complement with a diverse range of titled artists which change season by season; in 2025/26 our Artist in Residence is dance duo Thick and Tight and our Featured Artist is Víkingur Ólafsson. Together with the orchestra, these artists help us shape a programme of performances and projects of the highest quality and distinctiveness.

### Organisational Overview

The Philharmonia is an Arts Council England National Portfolio Organisation, as well as a registered charity and as one of the four London self-governing symphony orchestras comprises 80 musicians from 16 countries. The Board is led by Sir Howard Davies and includes a strong player voice through members of the orchestral committee headed up by President James Buckle. The management team of 40 administrative and backstage staff is led by CEO Thorben Dittes and an Executive Team of six.

Our artistic home is the Southbank Centre in the heart of London, where we give around 30 performances a year. We also have residencies in Bedford, Leicester, Canterbury, and Basingstoke, encompassing longstanding Learning & Engagement projects as well as regular concerts. Additionally, the orchestra tours extensively internationally, with tours over the last year to the USA; Japan; Korea; Mauritius and Europe. From our administrative base in Bankside, we create around 250 projects and performances annually and in 2024/25 around 160,000 experienced the Philharmonia sound live.

From LPs to Virtual Reality, we have always been pioneers in using technology to bring our music to the widest possible audience. We have 1 million listeners each month on Spotify, over 500,000 social media followers, and a vibrant YouTube channel with annual viewing figures of almost 3 million.

### The future

Following the challenges of the Covid pandemic and a change in executive leadership the organisation has undertaken an extensive mission-vision-values exercise, involving Board, musicians, staff, audiences and external stakeholders. The resulting forward direction connects the orchestra's illustrious musical history and artistic DNA of international excellence with a firm focus on innovation oriented towards the future of the orchestral experience, for both audiences and musicians.

Building on the successes of our landmark 80<sup>th</sup> Anniversary Season, we are now focusing on adjusting our business model and developing detailed strategies, internal processes and standout artistic projects which enable us to move towards our vision of the future. This vision centres on a thriving, equitable society with orchestral music at the heart of cultural life, where musicians are celebrated for the work they do to make the world a better place.

Could you be part of that future?

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## Job Title

Head of Programming & Creative Producing

## Position Summary

The Head of Programming & Creative Producing is a new senior role, working with the Chief Executive to shape and deliver the artistic output of the Philharmonia.

The postholder works hand-in-hand with the Head of Artistic Planning, and members of the Executive team to programme and artistically shape traditional concert programmes at various scales and in various contexts, as well as learning and digital projects and pre- or post-concert activities. The postholder also leads on the development and producing of new performance formats for own-promoted concerts.

A first-rate creative thinker, you will be passionate about working with conductors, artists and agents to create world-class concert programmes, residencies and series, and will be able to draw on your deep knowledge and understanding of orchestral repertoire, artists, and the wider cultural context, as well as an established network of industry relationships to turn your ideas into reality.

Your artistic interests, however, will range beyond the traditional core, and you will be driven by a personal mission to engage different and new audiences with orchestral music, whether that is through music for films or games, cross-artform and cross-genre collaborations, pre-performance debates, schools performances, VR installations, or different performance formats. You will take a producing approach to new performance formats, keenly appreciative of the importance of staging, narrative and flow for contemporary audiences.

You know the importance of equality and diversity on stage in building a future for classical music, and are an active champion of creative projects which demonstrate this. Discovering new artists and musical voices will be second nature to you, just as you will be sensitive to the needs of established artists and composers in shaping a project. While your focus is on the quality of the artistic output, you will maintain in-the-round awareness of the complex jigsaw of sometimes competing priorities and restrictions into which any project has to be delivered, including box office and audience development targets.

An important member of the HODs Team with a close relationship to the Philharmonia Orchestra Artistic Committee, this role suits a collaborative and inclusive emerging leader who acts with integrity, and who can manage complex systems and personalities in line with the Philharmonia's mission to create the orchestral experience of the future.

## Key Responsibilities

### *Strategic Planning*

- Research and identify future featured artists, composers and guest conductors proactively
- Research and develop ideas and concepts for season themes and series
- Create mainstage programmes in line with the artistic strategy of the Philharmonia Orchestra in close consultation with the Chief Executive and conductors

### *Leadership and Management*

- Lead on chamber music programming, including liaison with players over proposals
- Lead on the development of wrap-around activity on concert days

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- Lead on opportunities for commissioning and co-commissioning of new works, negotiating commission fees and contracts. Liaison with publishers.
- Lead on programming Philharmonia Residency venues, taking both box office and logistical considerations into account
- Lead on Philharmonia Records, developing and overseeing the recordings strategy and identifying and planning recording projects for own-label release
- Initiate and develop non-standard orchestral projects for own promotions, such as film or games music formats, formats using visuals, cross-artform or cross-genre collaborations, and performances in non-traditional venues
- Artistically and operationally produce all non-standard orchestral projects, including shaping narrative, stage presentation, and close working with the venue technical staff, supported by relevant project managers

## *Key tasks*

- Develop repertoire ideas and ensure timely registration on clash-diary, with support from Co-ordinator
- Collaborate with Director of Tours and Project Development and partners to develop programmes for foreign touring and commercial projects, while considering market and budget limitations
- Collaborate with the Learning and Engagement Department on programming for education and learning performance formats, including Artist in Residence Programme and Orchestra Unwrapped, leading as required
- Collaborate with the Development Department on funding approaches to support programming, and work with them on programming fundraising performances and events
- Collaborate with Head of Digital Product and Experience on repertoire and project development for PO Virtual Orchestra
- Join the Artistic Committee discussions re future plans as required
- Listen to recordings to assess suitability for release, and discussing in-house recordings with Artistic Committee.

## *Other*

- Work as part of the HODs team on developing future business plan and strategies built around the Orchestra's mission, vision and values
- Be in regular contact with Marketing colleagues to help shape season narrative and proof-read key documents.
- Act as artistic liaison with external promoters and project partners as required
- Attend rehearsals and performances at Southbank Centre and at venues out of London and overseas as required, in order to meet artists and monitor artistic performance and quality

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## Skills and Qualifications

- Excellent track record of working in artistic planning or artist management (min 5-7 years)
- First-class knowledge of orchestral repertoire and artists, as well as the work of the Philharmonia Orchestra
- Demonstrable creative programming experience at an advanced level
- Demonstrable entrepreneurial mindset with a successful history of creating new projects
- Current experience of development of UK and international markets for orchestras
- First class communications, influencing, and negotiation skills – and the ability to make the case effectively and enthusiastically
- A collaborative team player able to develop excellent working relationships across the organisation
- Flexible and positive attitude, as well as the ability to think laterally and creatively to overcome obstacles
- High level of professionalism, self-motivation and organisation, and an ability to manage complex issues effectively.
- Ability to regularly work out of hours and travel, as required.
- Diplomatic and capable of being an excellent ambassador for the Philharmonia Orchestra

## Reporting Structure

Reporting to the Chief Executive

## Employment Type

Permanent, full time, based in London, with regular weekend and evening work as required by the orchestra's schedule. Part-time applications may be considered for exceptional candidates.

## Salary and Benefits

- £50,000-60,000 depending on experience
- Pension contribution of 6% of salary to a qualifying scheme

## Location

The role will be based at our administrative office in Southwark, London SE1; however, the role may occasionally require travel within the UK and internationally as dictated by the orchestra's schedule.

## Application Process

- Email CV and cover letter to: philharmoniahr@thehrhub.co.uk by 10am on Friday 10 July 2026
- Subject: Philharmonia –Head of Programming & Creative Producing
- First round interviews will take place online on Monday 20 July. Second round interviews will take place in person in London on Friday 24 July 2026

## Equal Employment Opportunity Statement

The Philharmonia Orchestra is committed to ensuring equitable opportunities and a welcoming environment for all those that engage in our work. We strive for a more representative workforce and encourage applications from under-represented groups in the UK arts workforce, particularly those from Black, Asian and Ethnic Minority backgrounds, from lower socio-economic statuses, d/Deaf and Disabled applicants, and those from the LGBTQIA+ community. We are a Disability Confident Employer. If you require any adjustments to apply for this position or attend an interview, email team@theHRhub.co.uk with 'Reasonable Adjustments – Philharmonia' in the subject line.