



JOB DESCRIPTION

Job Title: Principal Bass Trombone
Department: BBC Concert Orchestra
Division: Content
Reports To: Orchestra Manager

Context

Chief Conductor
Anna-Maria Helsing

Principal Guest Conductor & Curator
Edwin Outwater

Associate Conductor
Jérôme Kuhn

Conductor Laureate
Barry Wordsworth

The mission of the BBC Concert Orchestra is to bring inspiring musical experiences to everyone, everywhere, with the ensemble's versatility as the key. For BBC Radio 3, the Orchestra explores a wide selection of classical and contemporary music and is broadcast weekly on *Friday Night Is Music Night*. It has performed on many soundtracks, including *Blue Planet*, *Serengeti* and *Wild Isles* for BBC One, as well as recording new music for BBC Sounds' *Music & Meditation* podcast and George the Poet's award-winning, *Have You Heard George's Podcast?* In 2022, it recorded Isobel Waller-Bridge's score for Charlie Mackesy's Oscar winning animated film, *The Boy, The Mole, The Fox and The Horse*. It also performs in BBC Radio 2's *Piano Room Month* for BBC iPlayer and BBC Sounds, featuring artists including Raye, P!nk and Pet Shop Boys.

The orchestra appears regularly at London's Southbank Centre, Nottingham Royal Concert Hall and venues across the UK, and makes annual appearances at the BBC Proms.

The BBC CO offers enjoyable and innovative education and community activities. It has a partnership with the universities in Nottingham, and is involved in programmes including Create Yarmouth, BBC Ten Pieces, the BBC Young Composer competition, the BBC Open Music programme.

<http://www.bbc.co.uk/concertorchestra>

Overall purpose of the job:

The work of the Principal will be scheduled in consultation with the Orchestra Personnel Manager and, if appropriate, the Orchestra Manager. This allocation will take into account the different types of work being undertaken by the Orchestra, and reasonable requests for specific periods of time off.

Whilst this position does not require the Principal to work exclusively with the BBCCO, it is expected that the Orchestra will have first call on the Principal's availability & that the work of the BBC CO will be prioritised. In accordance with BBC policy regarding leave, any time off must be agreed in advance by the Management and is subject to the scheduling requirements of the BBC.



All members must work in accordance with the BBC/MU Agreement, the Information for Orchestral Players Handbook and with all other BBC policies both current and future.

Job Purpose

To act as Principal Bass Trombone, doubling on Tenor Trombone if required.

To have excellent solo and orchestral playing ability, maintaining the highest musical standards

To play a full role in the life of the BBC Concert Orchestra

This job requires travelling throughout the UK and touring as well as evening and weekend work patterns

Key Responsibilities

To maintain the high standard of professional playing and musical and artistic excellence required by the Orchestra

To familiarise oneself with the relevant parts, including solos, in advance of the first rehearsal and performances

To support professionally any Section Principal, Leader and Conductor engaged by the Orchestra

To develop and support positive working relationships with all other members of the Orchestra, the Section and any freelance players engaged by the Orchestra

To participate with due regard for confidentiality in audition panels and trial assessment meetings (including writing brief audition and trial notes), and in orchestral and artistic meetings as required

To engage in the general activities of the Orchestra, such as attendance at meetings, promotional activity and outreach and learning work*, and to act as an ambassador for the BBC/Orchestra during these activities

To be a role model for BBC Values** and to work in accordance with the BBC/MU Agreement, the Information for Orchestral Players Handbook and all other BBC policies and guidelines.

To support all BBC policies on managing people and diversity, including participation in Personal Development Reviews and training.

To work in accordance with BBC Health and Safety guidelines and policy.

PERSON SPECIFICATION

Required Knowledge and Experience

Excellent professional orchestral and solo playing ability

Knowledge of the range of repertoire of the BBC Concert Orchestra

Good interpersonal skills and the ability to establish and develop harmonious working relationships with a diverse range of people

Concert Orchestra

Demonstrates commitment to maintain the reputation of the Orchestra

Participates actively as part of a diverse team, supporting colleagues

Demonstrates respect for others by being fully prepared and ready to play at the start of every session

Ability to plan ahead in order to prepare parts and make the best use of the resources available

Awareness of health and safety issues

Competencies

The following competencies (behaviours and characteristics) have been identified as key to success in the job. Successful candidates are expected to demonstrate these competencies.

Leadership & Managing Performance – ability to create a vision and inspire others to realise it irrespective of circumstance. Sets challenging team and individual objectives, sharing clear expectations about required performance levels. Acknowledges success and monitors the performance of their section. Treats team members with honesty, respect and compassion.

Influencing & Persuading – ability to present sound and well reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change.

Planning & Organising – is able to think ahead in order to establish an effective and appropriate course of action for self and others. Prioritises and plans activities taking into account all the relevant issues and factors such as deadlines, staffing and resources requirements.

Resilience – can maintain personal effectiveness by managing emotions in the face of pressure, set backs or when dealing with provocative situations. Demonstrates an approach to work that is characterised by commitment, motivation and energy.

Change Management – can understand and anticipate the need for change. Builds frameworks to plan and manage the continuous process of change.

Managing relationships - able to build and maintain effective working relationships with a range of people. Works co-operatively with others to be part of a team, as opposed to working separately or competitively.

Self Development – is able to identify and apply opportunities for learning and development.

** The BBC is committed to safeguarding the welfare of children and young people and you may come into contact with children and young people as part of your job. Your offer of an engagement with the BBC is therefore subject to you confirming that you are not restricted from working with children and young people and you will be asked to sign a Personal Declaration Form to that effect. If you work more closely with children the BBC reserves the right to ask you to be checked by the Criminal Records Bureau.*

**** BBC Values – please see the attached BBC Values Guide.**

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Concert Orchestra

The BBC CONCERT ORCHESTRA aims to make the appointment process for its orchestral vacancies inclusive, transparent and accessible to players at all stages in their careers.

Stage 1: Please complete the online application process by Wednesday 30th September 2026 this will be redacted & anonymously shortlisted by members of the BBC CO Management Team.

We actively encourage tenor/bass doublers to apply, however, we ask that tenor and bass experience be listed separately and clearly on CVs.

Candidates will then be invited, by Monday 5th October 2026, to Stage 2, 3 or 4, based on pre-determined criteria

- ***Stage 2: Candidates who progress to Stage 2 are required to submit a short video audition consisting of orchestral excerpts (details will be posted online by the middle of September with a deadline of Friday 16th October to upload). The panel will hear the anonymised audio only. Successful candidates will progress to Stage 3.***
- ***Stage 3: Candidates who evidence a significant level of relevant professional orchestral experience will progress directly to live audition. Auditions will comprise a first round, which will be screened, and if successful, an ensemble round with the trombone section of the orchestra, which will be unscreened. Candidates who are successful at Stage 3 will then progress to Stage 5. We will hold in-person auditions sometime between 12 & 15 November 2026, venue to be confirmed. All audition details will be posted online mid-October 2026.***
- ***Stage 4: Candidates who evidence an exceptional level of professional orchestral experience in equivalent positions will be invited for up to 2 patches of assessed guest work with the orchestra. If successful, candidates will be invited to perform a live audition to the panel (equivalent to Stage 3) at a mutually convenient time, and, if successful, will progress to Stage 5.***
- ***Stage 5: Candidates will be invited for trial dates of work with the orchestra.***