

Job Vacancy

Sub-Principal Clarinet

(including sitting Section Principal Clarinet and playing Bass Clarinet, Bassett Horn and Eb Clarinet as required)

Department:	Welsh National Opera Orchestra
Deadline for applications:	Friday 13 September 2019 (12 pm)
Audition Dates:	Tuesday 15 October 2019 (Cardiff) Wednesday 16 October 2019 (Cardiff)

The audition will consist of 2 rounds. Those applicants invited to stay for the second round will be heard on the same day.

Further information about the audition process / requirements (including set pieces / excerpts / information about the two rounds / etc) will be sent to shortlisted applicants only.

Further audition dates may be scheduled if necessary, but there are no plans to do so at this stage, and WNO cannot guarantee additional dates being offered.

Permanent

Welsh National Opera is an Equal Opportunities Employer and a Registered Charity. We encourage people from any background to apply for vacancies. We are committed to creating a workforce which is representative of society and brings together people with a variety of skills and experiences to help shape what we do and how we work. We are particularly keen to hear from Black, Asian and Minority Ethnic (BAME) and disabled candidates.

All candidates must complete an application form. Forms can be downloaded at <https://wno.org.uk/about/work-for-us> and submitted electronically to recruitment@wno.org.uk or in hard copy to the HR Department, WNO, Wales Millennium Centre, Bute Place Cardiff CF10 5AL.

Our Mission

Welsh National Opera exists to bring the power, drama and raw emotion of opera to as wide an audience as possible in performances marked by an uncompromising quest for artistic quality.

As a national company with international status, we sit at the heart of music-making in Wales and play a valuable role in the communities we serve in England. We work with our partners to discover and nurture young operatic talent, and provide the springboard for international careers. Touring is our lifeblood and we strive to present the highest quality work across our artistic programme, entertaining and inspiring audiences at our operas and concerts and providing transformative experiences through our youth and community work. Building on our 70 year history and our roots in the communities of South Wales, we aim to demonstrate to future generations that opera is a rewarding, relevant and universal art form.

Our Vision

We believe in the power of opera to transform lives.

Our values are:

Ambitious – our over-riding ambition is to strive for uncompromising artistic quality. This zeal and commitment is manifest in everything we do.

Intelligent – Opera's blend of theatre, words, image and music represents one of Europe's highest artistic achievements. Our work is thoughtful, considered and underpinned by expert knowledge across all disciplines.

Provocative – as opera pioneers we are unafraid to challenge both the art form and our audiences. We will create moving, powerful experiences that are life-transforming. Always inquisitive, we are unafraid to take risks.

Inclusive - we promote a workplace culture where all can thrive. This diversity is reflected and celebrated in our people, audiences, skills and artistic output.

Collaborative – Opera is the most collaborative of art forms, and our output is created by talented teams working together. Beyond the company we work positively with our many partners to help them achieve their goals.

Our Goals

Goal 1: Artistic: Open up opera through presentation, content, innovation and accessibility

Goal 2: Income: Unlock our creative and artistic capital to grow our income streams

Goal 3: Audience: Grow and diversify our audiences by creating a buzz, increasing engagement and becoming unmissable

Goal 4: Relevance: Increase our relevance and inspire ownership throughout Wales, England and internationally

The energy which drives the Company today is rooted in its formation in the 1940s. In 1943, WNO was founded by a group of people from across South Wales including miners, teachers and doctors. They wanted to forge an opera Company befitting Wales's rich reputation as the 'land of song'. The first rehearsals took place above a garage in Cardiff and their first performance was in April 1946 with the double bill of *Cavalleria rusticana* and *Pagliacci*. From those early days through to today, WNO has attracted some of the world's best opera singers, and indeed offers many young singers their first steps to international renown. Welsh National Opera has been led from the pit by a series of great Music Directors and has worked with many of the art form's most influential directors; traditions which continue to this day. Tomáš Hanus joined WNO as Music Director in August 2016. At its heart sit the Company's two full-time ensembles, the 40 strong Chorus and 55 strong Orchestra. The Company's funding structure is unique amongst large-scale arts organisations in the UK as it receives its core funding from both the Arts Council of Wales and Arts Council England. The Company performs at its home base – the state-of-the-art Wales Millennium Centre, Cardiff and tours in Wales and England performing to over 120,000 people each year.

Today WNO is an ensemble of passionate and committed musicians, artists, craftspeople, technicians and administrators. It employs over 250 people and has a turnover of £16m. WNO is well poised to drive the next chapter of its exciting journey having recently appointed Aidan Lang as General Director, set to succeed David Pountney (Artistic Director) in July 2019.

About Cardiff – The Home of Welsh National Opera

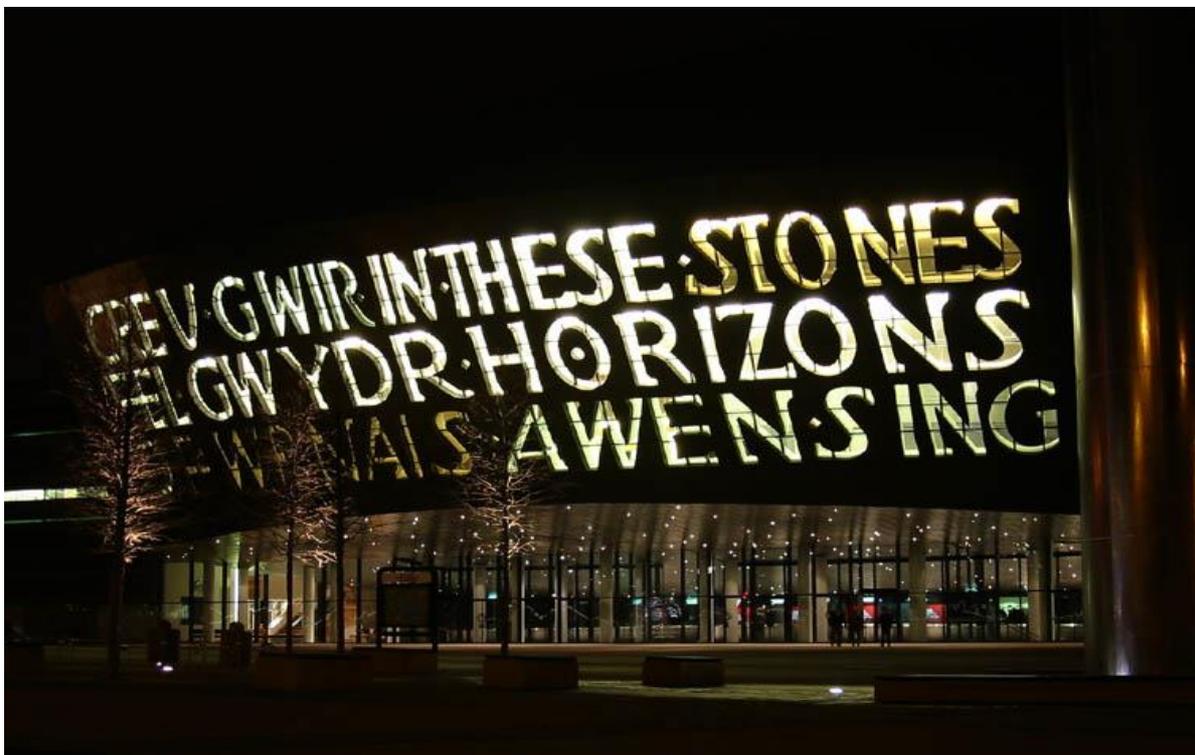
Cardiff is a city proud of its culture, history and language. The capital of Wales since 1955, Cardiff has embraced the role with vigour, emerging in the new millennium as one of Britain's leading urban centres.

Cardiff is a compact city; an ancient castle to the north of its centre; a thriving waterfront at Cardiff Bay to its south; Cardiff combines ancient history, sporting excitement, ultra-modern development, eclectic culture and activities. Cardiff is a friendly, diverse and exciting capital city, just 2 hours by train from London.

Cardiff offers a startling range of unique attractions, top class entertainment and quality shopping with a difference and is easy to explore on foot with attractions such as the National Museum Cardiff, spectacular Cardiff Castle and the impressive Principality Stadium, all within the City Centre, while Cardiff Bay is a short hop away.

Cardiff is also a thriving hub for the arts and media in Wales and internationally and a flourishing film and TV industry. Many mainstream television programmes such as Torchwood, Merlin, Gavin and Stacey, Casualty, Sherlock, Upstairs Downstairs, The Hollow Crown Shakespeare series of plays and Pobl y Cwm are all being produced by BBC Wales and S4C, with Doctor Who attracting fans from across the globe. Cardiff also hosts many musical events including the prestigious *Cardiff Singer of the World* annual competition which draws a huge international audience of fans to the city as well as many arts and media students who chose to study at the Royal Welsh College of Music & Drama, Cardiff School of Journalism, Media and Cultural Studies is based at Cardiff University, a member of the prestigious Russell Group of leading universities and the Cardiff School of Creative and Cultural Industries at the University of South Wales.

Along with the innovative architecture of Cardiff City Centre with its historic buildings, Cardiff Bay offers a great mix of dining, shopping, activities, waterside views, arts and entertainment for everyone. At its heart is Wales Millennium Centre, the home of Welsh National Opera.



Department Description

Welsh National Opera Orchestra

History

The Orchestra of Welsh National Opera was founded in 1970. Since then it has established itself as one of the finest British orchestras, highly praised for its distinction in a wide-ranging operatic repertoire, as well as for its varied concert work and portfolio of recordings. Resident at Wales Millennium Centre, Cardiff, WNO Orchestra is one of two permanent, full-time ensembles at the heart of the Company, alongside the WNO Chorus.

Czech conductor **Tomáš Hanus** joined WNO as Music Director in September 2016. Since his debut, he has gone on to conduct a number of critically acclaimed performances of operas with the company including *Der Rosenkavalier*, *From the House of the Dead*, *War and Peace*, *La Cenerentola*, *Khovanshchina* and *Die Fledermaus*. He also led WNO Orchestra through increasingly popular and successful concerts as part of the St David's Hall International Concert Series including performances of Mahler's Second Symphony (*Resurrection*), Dvorak's Seventh and Ninth Symphonies, Janáček's *Sinfonietta*, Brahms' Third Symphony, Shostakovich's Seventh Symphony (*Leningrad*) and Prokofiev's *Cinderella Suite*. Upcoming seasons will see Tomáš continue his relationship with the company including conducting productions of *Brundibár*, *Carmen*, *The Cunning Little Vixen* and a double bill of Stravinsky's *The Nightingale* and Bartók's *Bluebeard's Castle*.

Former Music Directors include **Lothar Koenigs** and **Carlo Rizzi**. Lothar served as Music Director between 2009-2016 and led the company through critically acclaimed performances of *Salome*, *Wozzeck*, *Tosca*, *Die Meistersinger*, *Lulu*, *Lohengrin*, *Manon Lescaut*, *Boulevard Solitude* and most recently *Moses und Aron*. Lothar returned to WNO in Spring 2018 to conduct performances of *Pelléas et Mélisande* as part of the Hong Kong International Arts Festival.

The previous Music Director, **Carlo Rizzi** joined the company in the Autumn of 1992 and remained with the Company until 2001, returning to the position from 2004 to 2007. The range of operas which he conducted included *Elektra*, *Der Rosenkavalier*, *Peter Grimes*, *Tristan und Isolde*, *Katya Kabanova*, *Ariadne auf Naxos*, *Salome*, as well as many works by Verdi and Puccini. With him the orchestra has recorded Gounod's *Faust*, Verdi's *Rigoletto* and *Un ballo in maschera*, Janáček's *Katya Kabanova*, as well as recital discs featuring Alfredo Kraus, Thomas Hampson, Jerry Hadley, Jennifer Larmore, Olga Borodina, and Marcello Alvarez. From 2016, Carlo took up the role of Conductor Laureate with the Company, and has since returned for performances of *Tosca*, *Roberto Devereux* and WNO's Verdi Trilogy which includes *La forza del destino* in 2018, *Un ballo in maschera* in 2019 and will see Carlo return in 2020 for *Les vêpres siciliennes*.

Previous Music Directors have included:

Sir Richard Armstrong (1973-1986)

The late **Sir Charles Mackerras** (1987-1992)

Tugan Sokhiev (2002-2004)

Carlo Rizzi (1992-2001 & 2004-2007)

Lothar Koenigs (2009-2016)

Together with the full company, foreign touring has taken the orchestra to Tokyo, New York, Milan, Wiesbaden, Lisbon, Berlin, Leipzig, Hong Kong, Paris, Savonlinna, Dubai and Brno, Czech Republic.

With the full company, the orchestra visited Oman in December 2013 for opera and concert performances, the Savonlinna Opera Festival in Finland in 2014, and Dubai in both 2015 and 2017 (as the first UK company to perform at the Dubai Opera).

Concerts

In addition to a substantial operatic remit for WNO, the Orchestra's stature and reputation as a world-class ensemble in its own right is demonstrated by its distinguished involvement in the St David's Hall International Concert Series in Cardiff each year. On the concert platform, the Orchestra is regularly active at many high profile concert and festival engagements, covering an extremely wide range of styles from large symphonic works through to lighter orchestral and popular music, together with a regular portfolio of family and schools concerts and chamber music engagements.

Recent engagements include long-standing relationships with both the *Fishguard International Music Festival* and the *Llangollen International Eisteddfod*, as well as the *Welsh Proms*. In recent years the company has established an extensive residency programme of orchestral concert work as well as small-scale opera performances in regional venues throughout Wales including Bangor, Newtown, Newport, Swansea, Mold and Aberystwyth, alongside regular performances at the Royal Welsh College of Music and Drama in Cardiff. Many of these concerts are directed from the violin by WNO's Orchestra Leader David Adams. This work is in addition to an extremely popular series of Schools' and Family Concerts in Birmingham, Southampton, Plymouth and Llandudno.

Beyond the conventional performance arenas, the Orchestra, in line with the Company's commitment to young artistic talent, operates an extensive side-by-side mentoring scheme through rehearsal and performance programmes with students. This activity has been taking place through partnerships with the Royal Welsh College of Music and Drama, the Royal Birmingham Conservatoire and a burgeoning relationship with Trinity Laban Conservatoire of Music and Dance in Greenwich.

Major Recordings

Osud	Janacek	Mackerras
Jenufa	Janacek	Mackerras
Rigoletto	Verdi	Rizzi
Ballo in maschera	Verdi	Rizzi
Gloriana	Britten	Mackerras
Delius repertoire		Mackerras
Tristan and Isolde	Wagner	Goodhall
Parsifal	Wagner	Goodhall
Faust	Gounod	Rizzi
Eugene Onegin	Tchaikovsky	Mackerras
Operettas	Gilbert & Sullivan	Mackerras
Borodina / Alvarez / Kraus recitals		Rizzi
Norma	Bellini	Bonyngne
Katya Kabanova	Janacek	Rizzi

The Current Personnel Strength

The orchestra currently has a formal contract strength of 55 players but is currently under that number with trials / recruitment ongoing:

Leader

Assistant Leader

10 First Violins	(Rank & File vacancy – trials in progress)
8 Second Violins	(Section Principal Vacancy – recruitment in progress);
5 Violas	(Rank & File vacancy – trials in progress)
6 Cellos	(Sub-Principal No.2 vacancy – trials in progress)
4 Double Basses	
2 Flutes	(2 nd doubling Piccolo)
2 Oboes	(2 nd doubling Cor Anglais)
2 Clarinets	(Sub-Principal Vacancy)
1 Bassoons	(Sub-Principal Vacancy – trials in progress)
4 Horns	

2 Trumpets
3 Trombones
1 Timpani (doubling percussion)
1 Harp

The Company employs many regular extra players who expand the main body including first considered extras in the Percussion section. Rather than deferring automatically to London freelance musicians for the general extras in Strings, Wind and Brass sections, the priority of the Orchestra Management is to be committed to building a body of loyal extras from the Cardiff and South Wales/West of England areas, as well as the cities to which the Company tours.

The Company employs a Music Department Operations Manager who, alongside regular contracted help, looks after the technical side of the Orchestra's requirements. The Orchestra has its own climate-controlled trailer that is driven between venues by one of the Company's lorry drivers.

The Orchestra Management department consists of the following staff:

Peter Harrap	Chorus and Orchestra Director
Matthew Downes	Orchestra & Concerts Manager
Dave Collins	Assistant Orchestra
Catherine Porteus	Music Department Administrator and Personal Assistant
Hywel ap Ian Evans	Music Department Operations Manager
David Adams	Orchestra Leader
Lowri Porter	Assistant Leader
Georgina Govier	Head of Music Library
Craig Thorpe	Music Librarian
Catherine Duffy	Assistant Music Librarian

Infrastructure

The Orchestra's home base, the WMC, contains a purpose-built hall for orchestral rehearsal. This room is 20mx16m in area and has a very high ceiling.

There are dedicated Orchestra locker rooms and showers close by. Lockers are large enough for smaller instrument storage. There is a separate instrument store next to Orchestra Hall for the larger instruments to be locked away. There is also a remote storage facility within the Cardiff dockland area for more rarely used equipment.

Job Description

Job title: Sub-Principal Clarinet (sitting Section Principal and playing Bass Clarinet, Bassett Horn and Eb Clarinet as required)

Responsible to: Orchestra & Concerts Manager

Main purpose of job:

To play and perform as a member of the orchestra for opera, concert and staged performances and rehearsals of Welsh National Opera Orchestra. The position includes sitting Section Principal Clarinet and playing Bass Clarinet, Bassett Horn and Eb Clarinet as required.

Health & Safety

The post carries responsibility for Health & Safety issues at level 6 (see attached).

Person Specification

Knowledge, skills, training and experience

Essential:

- Very high standard of technical instrumental skill, musicality and performance
- Demonstrable experience of playing with professional opera / ballet / symphony orchestras
- Motivated, committed and flexible in approach
- Strong work ethic
- Ability to work as part of a team
- Good interpersonal skills
- Good communication skills

Desirable:

- A strong commitment to, and interest in opera and the arts in general

Employee Benefits

Pension

All employees are automatically enrolled into WNO's Stakeholder Pension Scheme (the "Plan") or such other registered pension scheme as may be set up by the Company as a Qualifying Workplace Pension Scheme three months after joining the Company, subject to satisfying certain eligibility criteria.

Maternity / Paternity / Adoption

We offer a generous scheme which provides payments in addition to statutory provisions.

Childcare Vouchers

The company operates a Childcare Voucher Scheme with Computershare. The scheme is a government approved, tax-efficient way of paying for childcare.

Corporate Leisure – Gym Membership

All employees are eligible to obtain the Active Corporate Card operated by Cardiff City Council which is available at a 25% reduced rate and covers various leisure facilities throughout Cardiff.

Discounts

The Wales Millennium Centre offers discounts to residents at selected outlets within the building and selected restaurants around Cardiff Bay on presentation of ID cards.

Discounted Cinema Tickets from Cineworld

Please contact HR for an access code.

Staff Parking Discount with Q Park

We have a corporate rate with Q Park, Pierhead Street (opposite WMC).

Main Terms and Conditions

- The offer of an appointment is subject to receipt of two references.
- The appointment is subject to a probationary period of six months.
- Termination of engagement during the probationary period is by one week's notice on either side. Termination thereafter is 13 weeks' notice on either side.
- Holiday entitlement is 5 weeks per annum as per the WNO/MU House Agreement.
- Sickness benefit during the probationary period is at the statutory minimum. Entitlement after completion of the probationary period is a maximum of 13 weeks at full salary and 13 weeks at half salary, inclusive of statutory sick pay in both cases.
- The Company offers a contributory pension scheme.

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.