

**DIRECTOR**

**BBC NATIONAL ORCHESTRA AND CHORUS  
OF WALES**

**BRIEFING DOCUMENT**

**JUNE 2019**

## 1. BACKGROUND INFORMATION

### **BBC National Orchestra of Wales**

For 90 years the BBC National Orchestra of Wales (BBC NOW) has been at the heart of the cultural landscape of Wales, occupying a distinctive dual role as both broadcast and national symphony orchestra.

The orchestra performs a busy schedule of concerts throughout Wales, the rest of the UK and internationally, working with the world's leading conductors and soloists and led by its artistic team of Principal Guest Conductor, Xian Zhang, Conductor Laureate, Tadaaki Otaka and Composer-in-Residence, Huw Watkins. As part of BBC Wales, and supported by Arts Council Wales and BBC Radio 3, the orchestra is an ambassador for Welsh music, championing contemporary composers and musicians, as well as performing core repertoire and the broadest range of classical music at the highest level. The orchestra also works closely with the BBC National Chorus of Wales, one of the leading large mixed choruses in the UK.

BBC NOW's performances can regularly be heard on Radio 3, Radio Cymru and Radio Wales as well as on TV, film, and increasingly online. It performs biennially at BBC Cardiff Singer of the World and annually at the BBC Proms in the Royal Albert Hall. This year's Proms concerts include Brahms' Symphony No 1 conducted by Marcus Stenz, Mozart's Requiem with the BBC National Chorus of Wales, a world premiere BBC commission from Huw Watkins and Rachmaninov's The Bells, conducted by Tadaaki Otaka.

Building on its ground-breaking work with special-educational needs schools and deaf, deafened and hard of hearing people, BBC NOW performed the first-ever Relaxed Prom in 2017, which won the 2018 Fantastic for Families Award for Best Family Event.

BBC NOW recognises the importance of touring overseas as a flagship cultural organisation for Wales and last December undertook a highly successful tour of China under the baton of Principal Guest Conductor, Xian Zhang.

Highlights of the forthcoming season include a collaborative performance of Messiah with the Welsh National Opera Orchestra; a celebratory recreation of Beethoven's infamous Theater an der Wein 1808 - a 4-hour long concert conducted by both Carlo Rizzi and Jaime Martin; and Mahler's 5<sup>th</sup> Symphony conducted by Tadaaki Otaka. Additionally in 2019, BBC NOW will launch a new concert strand bringing the orchestra together with the American rapper, Dessa, and Australia's leading digeridoo player, William Barton.

The orchestra is increasingly developing its digital content offer and this can be found online and on various social media platforms.

The BBC NOW is co-funded as part of Wales' national arts portfolio by Arts Council Wales. The current grant is £805,133 and a series of objectives are tied to this funding. The orchestra's annual turnover is currently £6.5m.

BBC NOW's orchestral players are members of BBC staff and are paid pensionable salaries, although their contracts reflect their role as musical performers and are governed by a collective agreement with the Musician's Union and therefore differ in some details from the standard BBC employment contract.

The orchestra's home is BBC Hoddinott Hall within the Wales Millennium Centre in Cardiff Bay, where BBC NOW continues its work as the UK's foremost soundtrack orchestra, recording the soundtracks for Doctor Who, Casualty, War & Peace, Hollow Crown and David Attenborough's Life Story.

## **BBC National Chorus of Wales**

BBC National Chorus of Wales was formed in 1928 and has developed into one of the leading large mixed choruses in the UK. Whilst preserving its amateur status, the Chorus works to the highest professional standard under its Artistic Director Adrian Partington, achieving enviable critical acclaim and enjoying a close performing relationship with the BBC National Orchestra of Wales.

The Chorus performs a varied repertoire in venues across the UK, with regular concerts at St David's Hall and BBC Hoddinott Hall and an annual concert with the orchestra at the BBC Proms. The Chorus champions works by leading Welsh composers, including William Mathias and Alun Hoddinott and has premiered major works by Daniel Jones, John Tavener, John Hardy and Mark Bowden.

In 2018, the BBC National Chorus of Wales established an ongoing partnership with L'Orchestre Sinfonique de Bretagne, working side by side with OSB to celebrate the opening of its new concert hall in Rennes with performances of Beethoven Symphony No.9 'Choral'.

## **2. JOB DESCRIPTION**

### **The Role**

This is an exciting time to join the BBC NOW as its new Director – the post-holder will be a cultural leader in Wales and help to contribute to the growing profile of the arts and arts education within the country and internationally.

With key relationships and collaborative partnerships to be forged in Cardiff and throughout Wales, a major part of the role will be to develop the orchestra as a national flagship for music-making within Wales, across the UK and overseas. Reaching new communities and new audiences will be important in growing the reputation and profile of the BBC NOW.

Alongside developing the national remit for the orchestra, the Director will also work closely with the Director of BBC Cymru Wales, the Controller BBC Radio 3, the Director BBC Proms and colleagues running the other BBC music ensembles around the UK, to fulfill the orchestra's role as a broadcasting organisation for the public benefit.

In addition, the Director is a member of BBC Cymru Wales' senior leadership team and will be expected to contribute to the overall strategic development and direction of the BBC's content and services in Wales – including the organisation's cultural and arts remit beyond the orchestra.

The Director reports to the Director of BBC Cymru Wales and has direct responsibility for the orchestra's senior management team:

- Head of Artistic Planning
- Orchestra Manager
- Head of Marketing and Communications,
- Head of Partnerships and Learning
- Business Production Manager

The orchestra comprises 78 professional musicians and a chorus of about 100 voluntary singers.

## **3. KEY RESPONSIBILITIES**

The overall scope of responsibilities includes leadership of the orchestra, strategic planning, artistic vision, financial and administrative management, development of commercial work, and building and maintaining internal and external relationships.

In particular, the Director will undertake the following tasks:

### **Leadership and management**

- Lead, motivate and inspire the management team and members of the orchestra, promoting best practice and equality of opportunity and providing a clear and visionary sense of direction and purpose.
- Create a working environment where musicians and staff feel valued and can develop and flourish; oversee annual appraisals and provide appropriate training where required.
- Develop and implement a distinctive artistic vision for the orchestra and chorus in collaboration with the Head of Artistic Planning and other artistic colleagues, including titled conductors, Artistic Director of the Chorus and, where appropriate, BBC Radio 3.
- Ensure that BBC NOW functions effectively and efficiently as a viable business through the development and implementation of a strategic business plan.
- Hold overall responsibility for setting, monitoring and controlling the orchestra's budget.
- Oversee marketing and publicity strategies ensuring an imaginative and effective approach to audience development and the promotion of all activities, in co-ordination with the needs of the BBC and the wider arts sector in Wales and further afield.
- Negotiate programmes and budgets for concerts, national and international tours, festival performances, BBC Proms and commercial recordings.
- Support and further the development of the orchestra and chorus's education and community outreach programme, ensuring it remains central to core activities.
- Ensure the effective management of the players' contracts and represent the orchestra management in national and local negotiations with the Musicians' Union.
- Promote inclusion in all of BBC NOW's activity, ensuring that all colleagues are aware of inclusion issues and that this is integrated into all aspects of the business.

### **Strategic relations**

- Maintain excellent working relationships with the Controller BBC Radio 3, Director BBC Proms and editorial leaders at BBC Wales to ensure the orchestra's responsiveness to radio, television and online plans and opportunities.
- Maintain a close working relationship with the titled conductors to promote the artistic excellence of the orchestra, ensuring that the best musicians are recruited and retained.
- Build effective working relationships and maintain regular dialogue with key stakeholders. These include colleagues across BBC Cymru Wales, as well as BBC Radio 3, Arts Council Wales, the Royal Welsh College of Music & Drama, Welsh National Opera, the cities of Cardiff and Swansea, and other regional local authorities.
- Develop good, productive relations with the press and other media, acting as spokesperson for the orchestra and chorus and the wider arts sector in Wales.
- Develop and maintain appropriate networks and contacts in the field of music, including festival directors, record companies, orchestral promoters, venue managers, artists' agents and any other individuals or organisations that will help further the aims of BBC NOW nationally and internationally.

## **Communication and representation**

- Lead the development and implementation of an effective communications plan for all aspects of the orchestra's work internally and with external partners.
- Represent the orchestra and chorus at meetings with venue managers, agents, promoters, funding bodies and other partners as necessary, as well as at conferences and seminars where appropriate.
- Promote and advocate for the orchestra, raising the profile locally, nationally and internationally.

## **4. PERSON SPECIFICATION**

### **Essential criteria**

- Excellent leadership skills, including the ability to motivate large groups of staff and to provide clear strategic direction.
- In depth understanding of the music and performance sectors with a good knowledge of orchestral repertoire, as well as conductors and soloists.
- Excellent business skills, combining commercial flair and the ability to manage the orchestra within the internal BBC market.
- A strong understanding of marketing and commitment to audience development, with the ability to be innovative in identifying new opportunities and approaches for attracting and retaining a diverse audience base.
- A commitment to developing education and outreach work in the community.
- A commitment to delivering excellence and quality in all aspects of the orchestra's work and customer relations.

### **Desirable criteria**

- Knowledge of other markets in the music industry, including international and domestic television production, the record industry and music promotion of all kinds.
- An awareness of developments in music and the arts in Wales and the UK.

### **Personal qualities**

- Strong communication, interpersonal and team building skills
- Highly motivated, energetic, creative, entrepreneurial and committed
- Can-do attitude
- Political acumen
- Integrity

## 5. SUMMARY OF TERMS AND CONDITIONS

|                 |  |
|-----------------|--|
| <b>Salary</b>   | Dependent on skills and experience   |
| <b>Contract</b> | Open-ended   |
| <b>Pension</b>  | The BBC operates a defined contribution scheme known as Life Plan for its employees. |

### Life Assurance

### Personal Accident Benefit Scheme

**Additional benefits** The BBC offers a number of benefits to its employees. For a full list, please see: <https://www.bbc.co.uk/careers/why-join-us/rewards-and-benefits>

**Probationary period** Six months, with one month's notice.

**Notice period** Three months.

**Holidays** 25 days, plus Statutory Bank Holidays and an additional BBC Corporation Day between Christmas and New Year.

**Location** The BBC NOW offices are based at BBC Hoddinott Hall in Cardiff's Wales Millennium Centre.

**Relocation** A relocation package is negotiable.

Further information on the BBC National Orchestra of Wales and BBC National Chorus of Wales can be found at:

<https://www.bbc.co.uk/bbcnow>

For details of the BBC NOW 2019 – 2020 concert season please see:

[BBC NOW 2019-2020 Concert Season](#)

Further information on the City of Cardiff and Wales can be found on [www.visitcardiff.com](http://www.visitcardiff.com) and [www.visitwales.co.uk](http://www.visitwales.co.uk)

## 6. HOW TO APPLY

Please send a CV and letter of application, addressing how your experience matches the job description and person specification, to Heather Newill, Director AEM international, either by:

Email - [hnewill@aeminternational.co.uk](mailto:hnewill@aeminternational.co.uk)

or

Post - AEM international Ltd, 22 Well Close Square, Framlingham, Suffolk, IP13 9DS.

The letter of application should be no longer than 3 sides of A4. All applications will be acknowledged.

For an informal conversation about the job, please call Heather Newill on + 44 (0) 1728 660026.

Deadline for applications: **Wednesday 3<sup>rd</sup> July 2019.**