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English National Opera
Artistic Director
Candidate Pack

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Your journey starts here...



An introduction from our Chief Executive

I'm Stuart Murphy and welcome to English National Opera.

At ENO there are a few values we live by- we strive to be world class in everything we do - in what we perform on stage and in the pit, in how we treat our customers and how we treat one another inside the company.

The thing that connects us all is that we are here to make world-class opera for anyone.

We sing in English, and take seriously our commitment to offer accessible pricing, with free tickets on Fridays, Saturdays and Opening nights if you are under 18, and lots of tickets at £10 for the rest of us.

We have an extensive learning and participation programme at the heart of our company, called ENO Baylis and we offer training, coaching, mentoring and professional development not only to our performers and to the next generation of musical talent, but to all of our staff.

Our home is the stunning London Coliseum - the largest theatre in the West End of London, designed as a people's palace of entertainment. But we are increasingly staging work outside the theatre walls.

We are fair, honest, transparent and put a premium on excellence - so if you love creating, imagining, supporting brilliant musical and theatrical endeavour, there are few places in the world that offer the scope of what we offer here.

I hope that once you have read this candidate information pack, you will consider applying for this position. We look forward to receiving your application.

Very best wishes,

Stuart Murphy, Chief Executive



English National Opera exists for everyone, creating new experiences with opera that inspires, nurtures creativity and makes a difference. Our vision is for lives changed through opera.

We take a fresh inspiring approach to opera to reflect the diversity of our culture.

We believe that opera is a living art form able to connect to people from all parts of our society. We collaborate with a range of artists and art forms as part of our commitment to the future of the art form. We sing in English, as we believe it enhances the emotional connection between performers and audiences.

We encourage creativity throughout the company and our commitment to the future of opera provides a platform to develop outstanding careers.



We are a world-class national company recognised internationally for the standard of our work. We nurture talent across the entire company including a platform for young singers to start and then develop global careers.

We connect to audiences through inspiring, accessible, world-class opera and stimulating, creative participation programmes.

We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

We make our productions accessible by offering a large proportion of tickets at affordable prices, and through our attendance schemes.



We work with a wide range of visiting companies to generate essential revenue and welcome new audiences to share the experience of our theatre.

English National Opera is founded on the belief that opera of the highest quality should be accessible to anyone.

Relevance throughout the country

We believe a national opera company has a duty to stage work that people outside the capital can enjoy. We partly do this by producing a range of digital content from our productions that can be accessed from across the globe; and we are now stepping up our ambition to perform work outside Central London with announcements planned in the future.

Staging Distinctive world class work

ENO has always staged opera that is different. We are known as a place that embraces and encourages artistic daring and creative risk. We do this in tandem with employing British-based, British-trained talent (80% of performers last season). We develop British singers to learn opera in English, who work closely with our chorus and orchestra.

We work closely with other opera houses around the world, co-producing work. Our biggest Box Office success ever, last season's Porgy and Bess, was co-produced with the New York Met.

ENO's Annual Revenue

We have a mixed business model with £12.3m a year invested by Arts Council England (we are an 'NPO' – a National Portfolio Organisation). Almost 60% of our revenue comes from fundraising, our endowment fund, ticket sales, merchandising and renting out the Coliseum to ballet and musicals.

The ACE investment goes to support a range of initiatives that we wouldn't be able to support without government money such as:

- Reduced priced tickets for those with disabilities, for schools and other audience development schemes aimed at increasing and retaining the opera audience in the UK
- Annual upkeep and insurance of the London Coliseum
- Maintain a chorus of 44 singers for nine months a year and have an orchestra all year round
- Free tickets to under 18's and community groups
- Stage opera that isn't commercially viable but important for the industry and genre
- New talent development training and learning and participation programmes
- Employ full time in house craft departments such as sets, props, costume, wardrobe, hair and make up

ENO's philosophy, to be the national opera for everyone, means we encourage people to be forward thinking and inventive throughout this exceptional organisation.

Artistic Director

English National Opera is founded on the belief that opera of the highest quality should be accessible to everyone and was set up to be for everyone.

It is for this reason that we stage opera of the highest quality always sung in English. It is why we have ticket prices which are affordable, or free, if you're under 18. It is why we work with local communities to bring opera to people who might otherwise not experience it.

We are looking for an Artistic Director who understands this vital role ENO has in the Opera ecology, the wider arts landscape and the country as a whole. We want someone who can build on that tradition with imagination, vigour and flair.

This person will have a passion for curating work, from the intimate to the epic, and want to stage work both inside and outside our home, the London Coliseum.

Nurturing new talent and ideas is at the core of everything we do and this person will relish that, as well as seeing diversity as a strength. They will want to collaborate with people inside and outside the organisation, both in the UK and internationally, to create the best operatic experiences imaginable.

Almost half of our audience last year were first time visitors to opera, so the ideal candidate will be as excited offering thrilling work for the first timers as they will staging work for our passionate opera fans.

This appointment will be made on merit, but we believe that diversity strengthens and enriches us, and that it is the responsibility of everyone at ENO to make the arts and cultural sector a more diverse and equal place. As Black, Asian and minority ethnic (BAME) and disabled people are currently under-represented at ENO, we particularly encourage and welcome applications from BAME and disabled applicants.

If it sounds like you, please complete all sections of the application form and send to the People team at workwithus@eno.org.

Reporting to:
CEO

Location
Lilian Baylis House, London Coliseum and other locations as required

Application Deadline
Friday 23rd August 2019

Application
Application Form

Artistic Director

The Artistic Director has responsibility for the artistic vision of ENO, reporting into the CEO.

As a member of the Management Team, they will work alongside the Music Director, Director of Marketing and Audience Insight, Technical Director, COO, Commercial Director and Development Director. It is expected that the Artistic Director attends Board Meetings and Artistic Committee Meetings.

Key Responsibilities

Vision, strategy and direction

- Take a leading role in the development and implementation of the company's strategy, vision and direction.
- Be responsible for the artistic vision of the Company, including new productions, new commissions and revivals and ensure this vision is in line with ENO's overall strategy.
- Oversee the artistic vision and management of ENO Baylis.
- Work within financial budgets and organisation capacity.
- Work collaboratively and transparently, in line with the company's values and behaviours.

Leadership

- Provide clear and visionary leadership to the artistic forces of ENO, both externally and internally.
- Develop effective relationships with key sponsors.
- Be a spokesperson for ENO in relation to its artistic output and vision, and work with the other members of the Management Team in an effective long-term communications plan.
- As an integral member of the Management Team, seek opportunities to build effective relationships with organisations and individuals to further the aims of ENO.

Artistic programme and standards

- Deliver repertory plans:
 - Devise repertory plans within the framework of the artistic policy (in close consultation with Music Director, Technical Director, COO, Director of Marketing and Audience Insight, Head of Music, Head of Planning, COO, CEO, Head of Casting, Development Director and Commercial Director).
 - Work closely with Head of Planning to oversee scheduling for productions.
 - Prepare a rolling three year repertory plan which has been fully costed and agreed with the Chief Executive, and be accountable to the Board for its presentation.
- Select directors and creative teams:
 - Select Directors of new work and oversee selection of revival directors.
 - Foster and maintain partnership with directors and their agents.
 - Collaborate with Producing Director and Technical Director to oversee selection of creative teams (designers, lighting designers, choreographers, assistant directors and other collaborators as required).
 - Work closely with each creative team throughout the planning and production process to support and help deliver the director's vision for the piece.
 - Decide on musical version for productions, in conjunction with Music Director, music department and the directors and conductors involved.

Artistic Director Continued....

- Work with the Music Director and Head of Casting, whose joint roles it is to select the artists and conductors
 - Ensure up-to-date knowledge of new and existing potential artists and guest conductors so as to be able to contribute to those discussions.
 - Work with the Head of Casting, whose role is it to ensure appropriate contractual arrangements are put in place.
 - Development of relationships with potential co-producers, collaborators and/or partners.
 - Identify potential rental and co-production/collaboration opportunities world-wide.
 - Develop and maintain contacts throughout the opera business on behalf of ENO.
- Lead artistic development of productions:
 - Work with Technical Director and Music Director to ensure the appropriate supervision is in place during production, stage rehearsals and performance periods to monitor the delivery of the highest artistic standards.
- Monitor the artistic and financial development of each production in conjunction with the Producer, Technical Director, COO and the wider Management Team.
- Work with the Head of Communications and the wider Management Team on all broadcasts and recording projects, including radio, television, audio-recordings and film.

Board accountability

- Report to the Board on a regular basis in respect of the artistic plans and matters/issues.

Brand/Marketing

- Input to the development and implementation of an integrated external brand, marketing and communications strategy.

Management

Set objectives and monitor performance of your Director reports:

- Associate Artistic Director
- Director, ENO Baylis
- Head of Casting
- Producers
- Assistant

Why work at ENO?

When you join us at ENO, we'll provide you with an in-depth induction that will introduce you to your role, your department and give you the opportunity to explore all areas of the company.

"My most enjoyable thing about working at ENO is working with a supportive, fun and energetic team"

"The variety of what we do is amazing, from drinks receptions and garden parties, to opportunities to see performances from Stage Prompt or the Flys - every day is different and exciting!"

"The most enjoyable thing about working in the Development team at ENO is being able to collaborate with everyone in the organisation - Marketing & Comms and Baylis, as well as the teams at the Coliseum so there is a great sense of community within the company"

From our second annual staff survey in May 2019, we found that:

89% of people at ENO feel pride in the work they do and the results achieved

75% of people plan to be working at ENO in three years from now

84% of people in the company feel they are trusted to do their job well

Whole Company Staff Benefits

At ENO, we believe our staff are our strongest asset, and we offer support beyond your salary. We will also invest not only in your professional development, but also in your wellbeing.

Our current staff benefits include:

Professional Development

- Annual Professional Development Review to support your personal and career ambitions and achievements

ENO and London Coliseum Performances

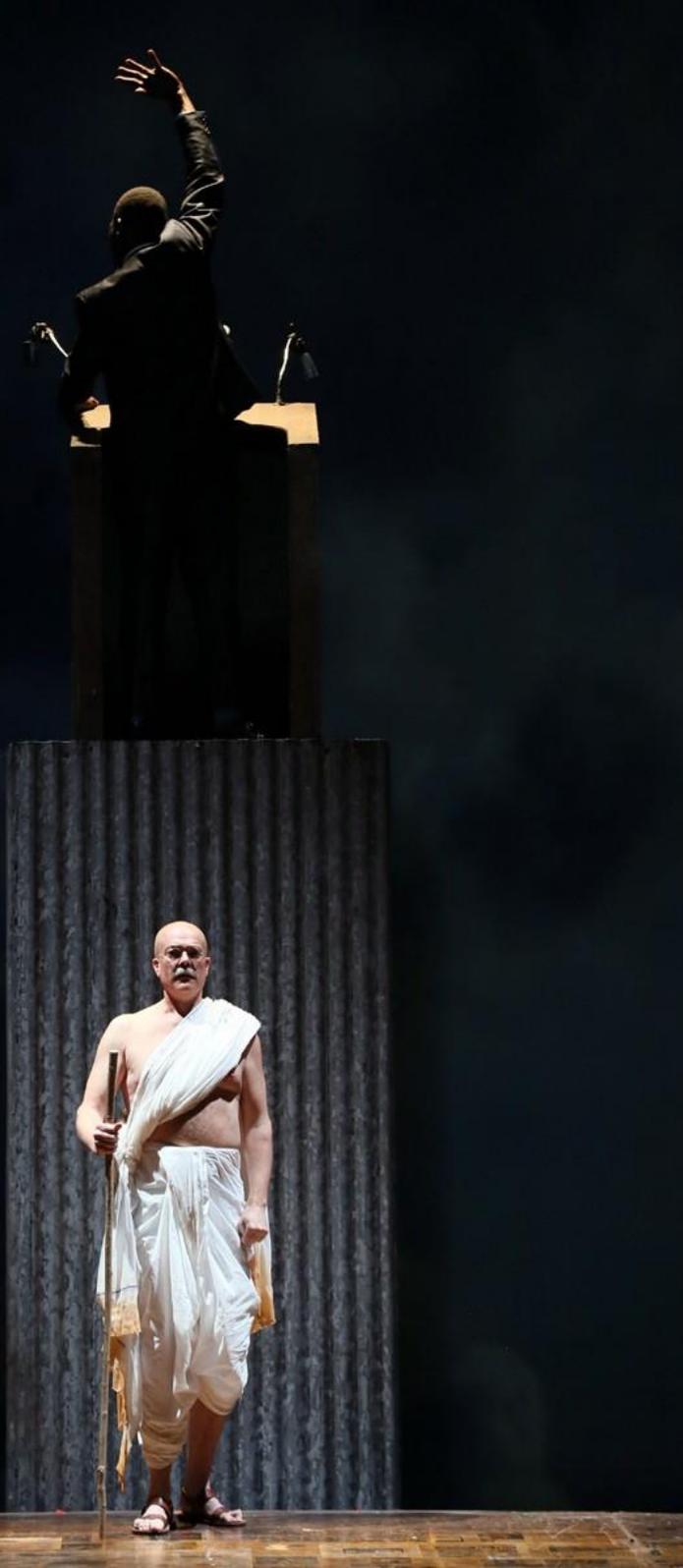
- Access to complimentary tickets for ENO and selected London Coliseum performances
- Access to a staff rate for ENO performances
- Complimentary tickets to talks, recitals and behind-the-scenes events

Staff Well-Being Activities

- Generous annual leave entitlement
- Access to subsidised activities such as massage and yoga
- Access to an employee assistance programme

Financial Support

- Employer pension contribution of 3%, with employee contribution of 5%
- Digital payslips accessible through mobile apps
- Staff canteen at the London Coliseum
- Star of The Month Scheme
- Employee discount programme through Perks at Work
- Interest-free travel season ticket loans
- Cycle-to-work scheme
- Childcare voucher programme
- Eye care vouchers



Confidentiality

Confidentiality is so important in this role and our policy is strict. All information concerning staff, patrons and other ENO business, the disclosure of which could be detrimental to the company, must be held in the strictest confidence and may not be divulged to any unauthorised person at any time.

Data Protection

Data Protection and adherence to GDPR is equally important. We therefore require that computer information should only be accessed if this has been authorised and is necessary as part of the postholder's work. You will need to be aware of the GDPR 8 key principals, and the Computer Misuse Act 1990.

Health and Safety

Health and Safety is so important at ENO and we would expect that the postholder will be happy to undertake personal responsibility for safety as will be outlined in the ENO safety policy and the Health and Safety at Work Act 1974.

Equal Opportunities

Equal Opportunities is a given. We will expect the postholder to abide by ENO's policies on Equal Opportunities and Dignity at Work.

Code of Conduct

Code of Conduct is sometimes assumed, but at ENO we will require the postholder to act in accordance with ENO's Code of Conduct whereby everyone shall be treated in a professional and courteous manner with full regard to the avoidance of discrimination, consistent with current equal opportunities employment legislation.

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Supported using public funding by
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