



ULSTER ORCHESTRA

Let's Play



ORCHESTRA LEADER - 60% Contract
APPLICATION DEADLINE: 30TH APRIL 2024

PRINCIPAL FUNDERS



Belfast City Council

What we do: We connect fantastic music and musicians to the people of Northern Ireland and beyond.

Who we are: 63 top class musicians led by Music Director Daniele Rustioni, acknowledged as one of the most compelling conductors of his generation. Together with our administrative team we are one of Northern Ireland's most cherished cultural organisations.

At the heart of our communities: Our musicians routinely devote time every week for community engagement; you can find us in care homes, hospitals and hospices, spreading solace and joy to patients and residents and our musicians also provide vital high-level support for talented youngsters.

Our philosophy: The best orchestras create great inspirational concerts and also draw from their communities, by reflecting their cultures, their hopes and dreams. They help their communities find their creative voices; that is what we are about.

Job Title:	Orchestra Leader – 60% Contract
Reporting To:	Orchestra Manager
Type of Post:	Permanent Part-time
Location:	Belfast, Northern Ireland

JOB DESCRIPTION

At the Ulster Orchestra, we have a two Leader model. Each Orchestra Leader will have a 60% contract which includes leading 50% of full orchestra work and participating in additional non-platform activities such as small ensembles, On Your Doorstep, Learning & Community Engagement and recruitment.

The purpose of the role is to lead the orchestra effectively, alongside the other Leader, in a manner which is in line with the culture and values of the Society, showing outstanding ability and excellent leadership and communication skills.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

Musical Artistry

- Preparing and playing all musical repertoire to the highest artistic standards
- Playing relevant repertoire, solos and ensembles as required.
- Maintaining high artistic and musical discipline within the First Violin Section
- Improving artistic standard of the orchestra with initial emphasis on the violin section
- Leading and participating in UO chamber music activities as required
- Liaising with other section leaders to ensure that the highest possible artistic standards are maintained within all sections
- Liaising with guest conductors regarding performances style and approach and supporting the artistic vision of the conductor

- Liaising with the Music Director to achieve their vision for the UO

Leadership

- Working collaboratively with the other Orchestra Leader to ensure smooth and effective leadership of the orchestra
- Through leading by example, inspiring players to always perform at their best in rehearsals and performances
- Using best endeavours to secure the active cooperation and respect of musicians across the orchestra
- Liaising with Section Leaders and other players across the orchestra as necessary to ensure that all sections are performing to their full potential
- Ensuring members of the first violin section are motivated to perform at their best and that issues within the section are dealt with directly and appropriately, liaising with the Orchestra Manager as required
- Representing the interests of the UO positively, both internally and externally
- Acting as a role model for UO musicians

People Management

- Maintaining discipline, particularly with respect to preparation for and conduct at rehearsals
- Leading by example to achieve positive behaviour at all rehearsals and performances
- Acting as a conduit between players and management, and players and conductors as appropriate
- Participating in leadership development as required

Administrative Duties

- Preparing First Violin bowings in a timely and appropriate manner
- Approving rostering and seating of the First Violin section, taking into account artistic and other considerations
- Participating as a member of audition panels as required and assisting the panels to select the best possible candidates for vacant roles
- Consulting with the Orchestra Manager, Artistic Director/Deputy CEO and/or CEO about professional matters affecting the orchestra
- Working collaboratively with the Orchestra Manager and other administrative staff
- Taking part in Board-led strategy sessions, where appropriate
- Liaising with management on artistic development of the orchestra, including referring specific issues to management as they arise
- Assisting the Orchestra Manager and Artistic Director/Deputy CEO to identify and assess guest players to work with the orchestra as extras and deputies

Public Relations

- Promoting and supporting the Ulster Orchestra in all its activities, acting as a responsible and committed employee, and as an ambassador for the orchestra at all times
- Attending and participating in sponsorship, marketing, support groups and Friends

functions as required

- Representing the orchestra in a positive light at all times, both internally and externally

General

- Complying with and upholding the Ulster Orchestra's Health and Safety policies and guidance
- Promoting and supporting our core values by maintaining positive working relationships within the section, the orchestra and with other members of the organisation, including the administration, other orchestral colleagues, and any freelance players.

PERSONNEL SPECIFICATION

Essential Criteria

- Recent professional orchestral leadership experience
- Training to a level expected of a professional musician
- Knowledge and experience of performing a wide range of orchestral repertoire
- Ability to demonstrate excellence in orchestral and solo playing ability
- Strong communication skills with the proven ability to lead others
- Good interpersonal skills and ability to work effectively, flexibly and collaboratively
- Proven expertise in a wide range of musical activity, including education and chamber work
- Enthusiasm to participate in additional non-platform activities including Learning & Community Engagement

OTHER

If appointed, you will be required to apply for an Enhanced Check through [AccessNI](#), in order to participate in work activities with children and/or adults at risk. If you foresee any potential issues with this, please email HR at: careers@ulsterorchestra.com.

NB. By virtue of the Rehabilitation of Offenders (exceptions) Order (NI) 1979 and because of the nature of the work for which you are applying this post is exempt from the provisions of Article 5 of the Rehabilitation of Offenders (NI) Order 1978. Accordingly, you are not entitled to withhold information about convictions, which would otherwise be considered as 'spent' under the provisions of the 1978 Order. Failure to disclose such information could result in dismissal or disciplinary action in the event of employment.

SUBMISSION GUIDANCE AND HOW TO APPLY

All our Orchestra jobs are managed through Musical Chairs. We have outlined our recruitment process for your information below. Please note, applications should not be sent directly to the Ulster Orchestra.

In the interests of transparency, please note that some candidates for this position may be invited to enter the process at stage 4, depending on their level of experience. However, this will not reduce accessibility or equitable opportunity for anyone else who applies.

Stage 1: Application

Complete the online application form on Musical Chairs by **30th April 2024**.

To finalise your application, you will be required to complete our Diversity Monitoring Form which is available on Musical Chairs. This provides us with important information to support our Diversity & Inclusion strategy.

Stage 2: Shortlisting

Applications will be anonymised and shortlisted by the panel against the essential criteria.

Applications received **on or before 28th February** will be shortlisted at the start of March, while applications received after this date will be shortlisted periodically as received.

Stage 3: Live Audition

Candidates who are successful at the shortlisting stage will be invited to **attend a live audition in Belfast**.

The audition repertoire is available to download on Musical Chairs. Please note, all excerpts listed in the repertoire will be performed without interruption at the audition.

Auditions for shortlisted applications received **on or before 28th February** will be held on **15th & 16th April**, while auditions for shortlisted applications received after this date **will be held on 6th, 7th, 11th & 12th June**. Candidates must be available to travel to Belfast on one of these dates.

NB. These auditions will not be screened, as we need to be able to assess your visual communication skills and gestures, which are a key aspect of this role.

Stage 4: Trial

Candidates who are successful at the audition stage will be invited to complete a 3-week trial with the orchestra, which will include rehearsals and performance at a core season concert and the opportunity to perform excerpts with the orchestra. Subject to the schedule, it may also include participation in a learning and community engagement project and/or a digital project

An informal meeting with members of the wider UO team will be scheduled during the trial. This will provide you with an opportunity to ask the questions which are important to you, to hear about the values and expectations of the Ulster Orchestra and to learn about how we will support you in your future career.

As we know this can sometimes be a daunting experience, you will be offered a point of contact within the orchestra during your trial for support, reassurance and to give you an insight into the real-life experience of working in the Ulster Orchestra and, for those who will potentially be relocating, living in Northern Ireland. The point of contact will not be a member of the panel and is therefore independent of the process.

Stage 5: Extended Trial (Optional)

After the initial trial stage, you may be invited to complete an extended trial of up to **6 months**. You will be given panel feedback from your initial trial to assist you during your extended trial.

The trial will aim to include all aspects of the role including core season concerts, pops concerts, regional concerts, learning and community engagement, digital projects and chamber music. Your point of contact will continue to provide support as required during the extended trial.

Stage 6: Permanent Contract

If you are successful at the trial stage, you will be offered a permanent position with the Orchestra with a **probation period of up to 12 months**. The Orchestra Manager will meet with you after 5 and 9 months to provide feedback on your progress and to provide you with an opportunity to discuss how you are finding the first year.

Please note, in order to be able to fulfill all aspects of the position, including Learning & Community engagement activities, you must ensure you live within reasonable commuting distance of Belfast.

NB. We have a legal responsibility to ensure that all our employees have the legal right to live and work in the UK. It is a condition of any offer of employment we make to you that you have, or gain, permission to work in the UK. By law, you will not be able to start working for us until you are able to provide evidence that this permission has been granted.

If you don't already have the legal right to work in the UK, we strongly recommend that you use the [Home Office website](#) to review the legal requirements of working in the UK as this will give you an indication of whether you may be eligible to work in the UK under the Points Based System (PBS) for immigration.

OUR HISTORY

Music Director **Daniele Rustioni**
 Honorary Principal Guest Conductor **Jac van Steen**
 Conductor Laureate **Rafael Payare**
 Artist Laureate **Sir James Galway**

Leader **Ioana Petcu-Colan**

Founded in 1966, the Ulster Orchestra has been at the forefront of musical life in Northern Ireland and the Orchestra's full-time musicians form the region's only professional symphony orchestra.

In 2019, the Ulster Orchestra appointed Daniele Rustioni as its Chief Conductor, a role which commenced at the start of the Orchestra's 2019/20 Season, and in 2022/23, in recognition of the strength of the relationship, he was appointed the Orchestra's Music Director. Rustioni joins a distinguished line of past principal conductors including Bryden Thomson, Vernon Handley, Yan Pascal Tortelier, Dimitry Sitkovetsky, Thierry Fischer, Kenneth Montgomery, JoAnn Falletta and, most recently, Rafael Payare.

With a mission to enrich the lives of people living in Northern Ireland, those visiting, and those who encounter it through international touring and regular radio and TV broadcasts with both BBC Northern Ireland and BBC Radio 3, the Orchestra strives for excellence in all it undertakes, be it regular concert performances, learning and community engagement programmes, or creative collaborations across the arts.

The Ulster Orchestra gives around 40 evening and lunchtime concerts each season in its home, the Ulster Hall, and in Belfast Waterfront. The Orchestra performs for the BBC Radio 3 invitational concert series at the Ulster Hall and in front of tens of thousands for the BBC's Proms in the Park celebrations each year. The Orchestra appears regularly at the main BBC Proms series in the Royal Albert Hall, and its 2022 appearance with Daniele Rustioni and Louise Alder received widespread excellent reviews, including a 5 star review in The Guardian:

"The qualities that characterise [Rustioni's] work in the theatre – flair, intelligence, an immaculate sense of pace, tension and drama – also very much formed the basis of an exceptional concert that found him and his orchestra on terrific form."
 (Tim Ashley, The Guardian)

An important aspect of the Ulster Orchestra's work across Northern Ireland is its annual touring programme of concerts, which brings live orchestral music to the heart of communities across the region. A new initiative for the Orchestra, *Ulster Orchestra On Your Doorstep*, was founded in the 2016/17 Season (the Orchestra's 50th Anniversary Season) and it sees the orchestra play in as diverse a range of venues as possible across Northern Ireland, sending everything from small ensembles and chamber music concerts, right up to the full symphony orchestra, far and wide across the region. In addition to our local tours, we also travelled to Linz, Austria in 2022 for a performance at the renowned Brucknerhaus Concert Hall and performed at Festival Berlioz in France in August 2023.

The Orchestra performs with a number of regular partners, including Northern Ireland Opera, Belfast International Arts Festival and Belfast Philharmonic Choir. A new partnership for the Ulster Orchestra was established in 2016 with the club night Lush!, and the ensuing arena

event Lush! Classical has been a sell-out event for four consecutive years.

The Ulster Orchestra records regularly for labels such as Hyperion (with Howard Shelley), Naxos (with former Chief Conductor JoAnn Falletta), Chandos, SOMM and Toccata Classics. The Orchestra's most recent recording of Weill's Violin Concerto and Second Symphony on SOMM records continues to garner international critical acclaim since its release early in 2022. Through partnering with organisations such as NI Screen, the Orchestra has undertaken various recording activities for film and TV, including the internationally renowned children's series 'Puffin Rock'.

The Ulster Orchestra's Learning and Community Engagement programme aims to connect the Orchestra with communities and individuals across Northern Ireland and to provide accessible and innovative opportunities for people to engage as audiences and participants. Since 2016, all the Orchestra's musicians have been working on education and outreach activity, including Relaxed Performances for people with additional needs, residencies in schools and universities, concerts directly in people's communities, mentoring and coaching for players at all stages of their musical journey and the Crescendo project, the Orchestra's community-led residency project for children from disadvantaged areas in North and West Belfast. We have a long list of organisations that we work with, including Age NI, Autism NI, the Now Group, the Alzheimer's Society, the Belfast Trust Arts in Health programme, Community Arts Partnership, the Flax Trust, and Women's Aid.

Salon Sessions is an exciting new online project which takes small ensembles from the orchestra to unique and wonderful spaces. It also fulfils our passion to collaborate with and support local artists, offering them a platform to showcase their talents and what Belfast has to offer across the world. Each artist has their songs or poems arranged and performed by a variety of small ensembles of Ulster Orchestra musicians, recorded and filmed in inspiring, quirky, innovative locations culminating in a twenty minute professionally produced online 'session'. These are free to view by the public via the Orchestra's YouTube channel. To date, we have successfully collaborated with several artists including Ryan McMullan, Colum Sands, Niamh Dunne, Jordan Adetunji and our wonderful 'Your Song Now' project resulted in a successful album, *Our Songs, Our Place*, featuring original songs by nine local artists.

Thanks to everyone in the Ulster Orchestra family, we hold a unique place in the hearts of the people of Northern Ireland and we share a commitment to maintain and grow that success in the future.



OUR VALUES

We hold our values dear – they are unique and authentic to us as they were co-created through a collaborative process of lively debate and discussion – just how we like to do things here!

We CARE about our colleagues

- We treat each other with dignity and respect
- We encourage, support and value each other
- We are one team and share a collective responsibility
- We build trust through constructive communication
- We are innovative, resilient and resourceful

We COMMIT to being world class

- We are dedicated to the highest level of quality and performance
- We are proud of our collective talents
- We are aspirational, ambitious, creative and progressive
- We are advocates and ambassadors for music and the arts
- We are honoured to be the orchestra of Northern Ireland on the world stage

We ENGAGE with our community

- We reach out to, work with and connect people
- We provide inspirational musical experiences that are accessible to all
- We are proud to be instilled in, relevant to and valued by the community
- We present learning and life enrichment opportunities for people of all ages
- We value this country's rich artistic heritage and the part we continue to play in its future

These values underpin everything we do, and you will see them running through all of our company policies and procedures. Life at Ulster Orchestra is varied, meaningful and enriching - our employees live the values because they are as important to them as they are to our company.

Underpinning our values, we have a comprehensive Dignity at Work policy, which you can download from the Our Values section of our website.

OUR BENEFITS

Working in the arts and creative industries is a wonderful experience, and the UO is in the enviable position of being able to offer the security of a permanent employment to over 80 creatives.

While a salaried role is in itself a benefit, we are pleased to be able to offer more in terms of benefits. We have highlighted just a few of them below.

Family Friendly Policies

We aim to ensure that every employee feels supported and encouraged to have a healthy balance between work and home commitments.

School run, or early morning parkrun? No problem! With rehearsals typically starting at 10am, there's no need for breakfast clubs, and you can even get your daily exercise out of the way before work.

Our policies for **Maternity, Paternity, Adoption Leave & Shared Parental Leave** are generous and supportive, aimed at helping employees to balance their work and home life commitments, encouraging the retention of talent and experience, increasing well-being and thus reducing absence and stress.

We offer a **Career Break** policy after 3 years of service, to assist with work-life balance, e.g. To take time off for caring responsibilities, to go back to college, to go travelling and/or to accompany a partner on an overseas assignment.

Health & Wellbeing

We have a comprehensive **Wellbeing Policy** through which we aim to help our employees to stay fit and healthy and support them when they are ill.

Our **Health Cash Plan** is immediately available to all new joiners and provides cash back to cover costs such as dental and optical bills, physiotherapy and consultancy charges. It also provides access to a 24-7 helpline, virtual GPs and an online discount platform.

We have regular scheduled visits from a registered **Physiotherapist**, and all employees can book an appointment if needed. We also run free functional movement classes open to all employees.

All employees have regular access to a **BAPAM registered GP**, who is available to provide and referrals for any medical concerns.

We also know how important your ears are. When a player joins, they will have an appointment with **our contracted audiologist** to provide you with moulded hearing protectors, and we will arrange for you to have regular audiometric hearing tests.

We offer a **Cycle to Work** scheme to all employees, enabling you to save at least 25% of the cost of a new bike and spreading the cost over a 12-month period. Not only good for the environment, but also helps you to stay fit and healthy by getting on your bike.

Holidays

Players - How does 5 weeks off in the summer sound to you? In addition, you will have a further 2 weeks off at other times in the year, so plenty of opportunity to enjoy those other important things in your life.

Induction

Upon joining the UO, all employees have a structured and comprehensive induction, to ensure all new joiners receive a consistent and positive experience and feel welcome, included and supported, from the point of job offer to the end of their probationary period.

Learning and Development

We believe in the importance of continuous learning and development and invest to support the growth and progression of our employees. This might be in the form of individual, confidential one to one coaching or group training sessions covering topics such as Resilience, Communications, Leadership etc. We also encourage personal and professional development through internal secondments and acting up opportunities as well as support towards relevant further academic and skills development programmes.

Loyalty Awards

We are delighted to have low turnover of our people, with the average length of service being 16.5 years. We thank our employees for their loyalty, by providing loyalty awards at various long service milestones.

Pensions

All employees are automatically enrolled into our company pension scheme and will benefit from our generous employer contributions (currently 6% p.a.). As we comply with government legislation regarding pensions, employees also currently contribute 2% p.a. All employees have access to the Orchestra's pension advisor for advice on their pension requirements.

Financial Support

Ulster Orchestra Society Ltd offers an interest-free loan scheme to support Orchestra players with the costs associated with purchasing and maintaining their instruments. All permanent orchestra players will be eligible to make an application for a loan, upon satisfactory completion of their probationary period. You may apply for a loan to cover all or part of the associated costs. The amount loaned will be capped at £10,000 per employee, within each financial year subject to availability of funds.

LIVING HERE

Those of you who live here already will know that Northern Ireland offers a high quality of life. Small enough to get around easily (you can cross Northern Ireland by car in about 2 hours) but big enough to offer a great way of life and an amazing variety of experiences and activities. For those of you thinking about relocating, there are lots of brilliant reasons to consider living here.

People here are renowned as friendly and welcoming. Recent research conducted by Lloyds Banking Group for its annual Happiness Index in June 2020 placed Northern Ireland as the happiest place to live in the UK, with contentment levels here having increased by 6% on the previous year.

Northern Ireland has three airports (two of which are in the Greater Belfast area) with regular direct flights to the UK and Europe, and it is 2 hours by road or rail from Belfast to Dublin. Public transport is efficient and there is little congestion.

Northern Ireland offers a top-notch environment for living. In line with the rest of the UK, there is reasonable personal taxation, an excellent education system, a world-class healthcare system which is free and accessible to all and affordable properties.

More than 1100 international companies currently operate in Northern Ireland, including major US companies like Microsoft, AllState and Seagate, with IT a major industry sector. These companies have done their own research on living and working here, and it paints a clear picture of the benefits. Belfast is one of the most cost-effective cities in Western Europe to live in and TechNation research reports that Belfast is the best place to come to work as a software developer. The city ranked 2nd in the UK (behind London) and 9th overall in the Top 25 Tech Cities of the Future 2020/21, according to Global Outlook Tech Cities of the Future.

Property prices in Northern Ireland remain well below those in other UK locations and in the Republic of Ireland - around 75% lower than they are in London and 60% lower than Dublin. Most people living in Belfast and the surrounding area prefer to buy property rather than rent, and prices mean this is well within reach. Northern Ireland has reported the second-lowest crime rate in the UK for 2020 out of 43 nationwide police forces. As the top region with the lowest overall crime rate is the City of London (classed as a commercial area), this means Northern Ireland has the lowest residential crime rate in the UK.

For anyone thinking of relocating with a family, you'll be pleased to know that Northern Ireland is the top region in the UK for educational attainment, consistently coming out top at GCSE and A-Level exam level (the latter is equivalent to the US High School Diploma, the Republic of Ireland's Leaving Certificate and Scotland's Higher exams) and in 2019, 84.8% of Northern Ireland students achieved the three top grades at A-Level, compared to 75.8% in the rest of the UK.

Northern Ireland is developing as a progressive society, becoming ever-more multi-cultural and diverse. There are many organisations and networks whose remit is to support people from specific cultural backgrounds and minority groups – we can direct you to the relevant people if this would help you to settle into life here.

If you're wondering about your leisure time, there is plenty to fill in your out-of-work hours. Northern Ireland's scenery is spectacular and between mountains and dramatic coastlines, you're spoilt for choice when it comes to locations for outdoor activities from hiking to watersports such as paddle-boarding and fishing - or even just a spectacular drive along the Antrim Coast. The food and restaurant scene is of international quality and - besides Ulster Orchestra concerts - there are so many arts and cultural events and festivals, from pub backroom traditional sessions to international touring stars, you're bound to find something to appeal to your tastes.

For more information about the life and work of the Ulster Orchestra, visit <http://www.ulsterorchestra.org.uk>

