

**ROYAL  
PHILHARMONIC  
ORCHESTRA**

# Guide for Applicants



RPO at 75 gala concert © Ben Wright

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# WELCOME

Thank you for your interest in working for the Royal Philharmonic Orchestra (RPO).

The RPO believes passionately that music has a timeless ability to inspire and fire our imagination, and that everyone should have the opportunity to experience and participate in orchestral music. The Orchestra has a committed team of musicians and staff who share this passion, and we hope, through our recruitment, to attract new talents from a diverse range of backgrounds to contribute further to fulfilling our mission.

2021 marked the RPO's 75th Anniversary and the arrival of our new Music Director Vasily Petrenko, which ushered in a new and exciting artistic chapter for the Orchestra. Since then, the RPO has continued to strengthen its position as a cultural anchor, serving local communities, most notably in Brent (London's most diverse Borough and to where the RPO will move at the beginning of 2025) and in towns and cities across England where the RPO has, over many years, established a strong following.

This guide will provide you with key information about the Royal Philharmonic Orchestra, the job application process and how to seek further information about the organisation should you have any questions. The guide is designed to supplement the job description for a specific role, which will provide more detailed information on the skill sets and experience required for individual positions.



Roderick Cox conducts the RPO at Cadogan Hall with pianist Isata Kanneh-Mason © Tim Lutton/RPO

# VISION, MISSION AND VALUES

## Vision

The RPO aspires to:

- be an orchestra for the modern world, unafraid to push boundaries;
- place orchestral music at the heart of contemporary society, deepening engagement with communities and creative partners;
- be a respected cultural ambassador locally, nationally and internationally.

## Mission

The Royal Philharmonic Orchestra's mission is to enrich lives through orchestral experiences that are uncompromising in their excellence and inclusive in their appeal.

## Values

- **Excellence** – we strive to achieve ambitious goals across every aspect of our organisation
- **Collaboration** – in partnership, we achieve more together
- **Inclusivity** – great orchestral experiences must be accessible to all
- **Resilience** – our versatility is key to our success
- **Responsibility** – the talents of our musicians and staff must be used for the benefit of everyone
- **Passion** – the driving force within the RPO



Sound Around, Lowestoft © Paul Coghlin



# ABOUT THE ROYAL PHILHARMONIC ORCHESTRA

Patron: HRH The Former Prince of Wales

President: Aline Foriel-Destezet

Music Director: Vasily Petrenko

The Royal Philharmonic Orchestra's (RPO) mission to enrich lives through orchestral experiences that are uncompromising in their excellence and inclusive in their appeal, places it at the forefront of music-making in the UK and internationally. Typically performing approximately 200 concerts a year and with a worldwide live and online audience of more than 60 million people, the Orchestra embraces a broad repertoire that enables it to reach the most diverse audience of any British symphony orchestra. Whilst artistic integrity remains paramount, the RPO is unafraid to push boundaries and is equally at home recording video game, film and television soundtracks and working with pop stars, as it is performing the great symphonic repertoire.

Throughout its history, the RPO has attracted and collaborated with the most inspiring artists and in August 2021, the Orchestra was thrilled to welcome Vasily Petrenko as its new Music Director. A landmark appointment in the RPO's history, Vasily's debut season with the RPO was lauded by audiences and critics alike. Highlights included a star-studded gala concert to mark the RPO's 75th Anniversary (with soloists Sheku Kanneh-Mason MBE and Sir Bryn Terfel), performances at the BBC Proms and Edinburgh International Festival, and major tours to the USA, Germany and a host of prestigious European festivals.

The RPO is recognised as the UK's most in-demand orchestra, an accolade that would have pleased Sir Thomas Beecham, who founded the Orchestra in 1946. As well as a busy schedule of national and international performances, the Orchestra enjoys an annual season of concerts in London's Royal Albert Hall (where the RPO is Associate Orchestra), the Southbank Centre's Royal Festival Hall and Cadogan Hall, where it is celebrating its 20th Season as Resident Orchestra. In the 2023–24 Season, Vasily Petrenko and the Orchestra take a fresh look at the works of five major composers in a series of concerts titled *Icons Rediscovered*. The series explores the burning inspiration, the living emotion and the human personality behind some of the most iconic masterpieces, including Rachmaninov's *The Bells*, Elgar's *Falstaff*, Verdi's *Requiem*, music from Wagner's greatest operas and a semi-staged production of Tchaikovsky's *Iolanta*. The Season will also feature an autumn residency in Florida, followed by tours to the UAE and Germany, a twelve-concert tour of the USA, a series of relaxed performances across the UK, and collaborations with guest artists including Principal Associate Conductor Alexander Shelley, Yunchan Lim, Sheku Kanneh-Mason MBE, Miah Persson, Nikolai Lugansky, John Rutter, Jennifer Johnston, and Artist-in-Residence Zlatomir Fung, amongst others.

The Royal Philharmonic Orchestra's mission is to place orchestral music at the heart of contemporary society and, through collaboration with creative partners, foster deeper engagement with communities to ensure that live orchestral music is accessible to as inclusive and diverse an audience as possible. To help achieve this, in 1993 the Orchestra launched RPO Resound, which has grown to become the most innovative and respected orchestral community and education programme in the UK and internationally. In 2025, the Orchestra will move its headquarters to Wembley Park in the London Borough of Brent; this will be the realisation of its long-held ambition to embed the Orchestra in a

community, in line with its mission to be a truly inclusive and contemporary international orchestra for the modern age.

The Orchestra has always been entrepreneurial; in 1986 it was the first UK orchestra to launch its own record label and it has gone on to embrace advances in digital technology, achieving well over 50 million streams of its recorded music each year. The RPO's global online audience engages with it through the website and social media channels, where the Orchestra shares streamed performances, artist interviews, 'behind-the-scenes' insights and more.

Passion, versatility and uncompromising artistic standards are the Royal Philharmonic Orchestra's hallmarks; as it looks forward to an exciting future with the patronage of HRH The former Prince of Wales and Vasily Petrenko as Music Director, it will continue to be recognised as one of the world's most open-minded, forward-thinking and accessible symphony orchestras.

## FIND OUT MORE

About the Orchestra: <https://www.rpo.co.uk/about/rpo-information>

About RPO Resound: <https://www.rpo.co.uk/rpo-resound/in-action>



Music Director Vasily Petrenko conducts the RPO at Southbank Centre © Ben Wright

## INCLUSION AND DIVERSITY

The RPO aims to be a truly inclusive and relevant organisation for the audiences and communities it serves, promoting the value of music as a pursuit open to all. To achieve this, we require a diverse group of staff and musicians who can contribute fresh perspectives and who wish to be supported in realising their own potential. An ambitious Inclusion and Diversity (I&D) Action Plan is embedded across the organisation's work to bring to life the RPO's I&D Policy; as part of this the RPO will continually review its recruitment processes to reflect best practice.

The organisation will provide assistance to disabled applicants requiring reasonable adjustments during the recruitment and appointment process. Please contact Ann Firth ([firtha@rpo.co.uk](mailto:firtha@rpo.co.uk)) if you require any adjustments during the job application process. Once a job offer has been made, the RPO will undertake a workplace assessment and work with the employee to identify and implement appropriate adjustments.

### FIND OUT MORE

Read our Inclusion and Diversity Policy: <https://www.rpo.co.uk/inclusion-diversity-policy>



The Lullaby Project © Tracey Anderson



# GOVERNANCE AND STAFFING STRUCTURE

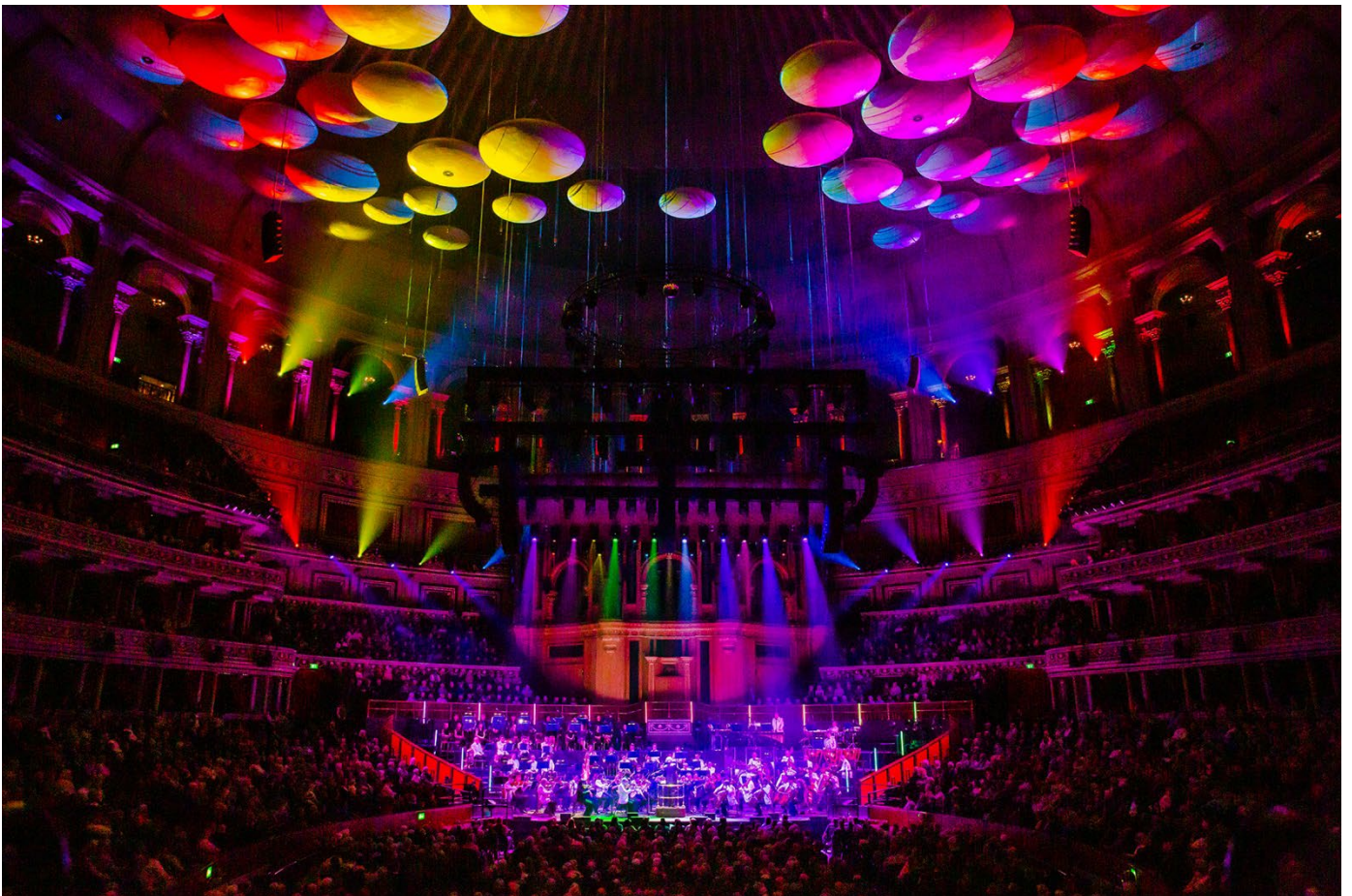
The Royal Philharmonic Orchestra is a Registered Charity (number 244533) and also a company limited by shares (number 763836), requiring musicians who are members of the RPO to be shareholders. Seven musicians of the RPO are elected by their peers to sit on the Board of Directors, joined by six Non-Executive Directors from a diverse range of professional backgrounds.

The RPO has a committed team of 35 full-time and part-time staff working across four departments:

- **Concerts** – responsible for all artistic programming, scheduling and production of performances, recordings and tours.
- **RPO Resound** – leading on the planning and delivery for all the RPO's community and education programmes.
- **Business Development** – encompassing the marketing, communications, PR and fundraising functions of the organisation.
- **Finance and HR** – responsible for financial management and planning, office management and HR.

## FIND OUT MORE

About the RPO's staff team: <https://www.rpo.co.uk/about/rpo-information/directors-trustees-administration>



*Let's Face the Music* at the Royal Albert Hall © Danny Kaan

## HOW DO I APPLY?

Please email a CV and covering letter to [recruitment@rpo.co.uk](mailto:recruitment@rpo.co.uk) putting the job title of the role for which you are applying in the subject field. The closing date for applications will be clearly marked on the job description, which will also state the person in the RPO to whom you should address your application, covering letter and email.

Your CV should include:

- Contact email and telephone/mobile number
- Details of your employment history, including relevant roles and experience
- Relevant skills, achievement, education and training

There is no need to include details of referees at the application stage; we will request these from you only if a job offer is made. Referees should include your most recent employer where relevant.

Your covering letter should demonstrate your passion and support for the work and aims of the RPO and how you would seek to use your skills and experience to contribute towards these through the role for which you are applying.

After submitting your application, you will be asked to complete an anonymous equalities, inclusion and diversity survey that will help the RPO continue to improve upon its recruitment processes. The survey will be emailed to you once your CV and application letter has been received.

On receipt of your application, you will receive an acknowledgement from the RPO and you will be contacted, either by phone or email, if you are successful in securing an interview. It may not be possible to provide feedback if you are not called for interview.



## FURTHER QUESTIONS

You will be able to find out more information about the Royal Philharmonic Orchestra by visiting [rpo.co.uk](http://rpo.co.uk), via the Orchestra's social media channels, and on the Charity Commission and Companies House websites.

If you would like to speak to someone informally about an advertised role before making an application, please send an email to [recruitment@rpo.co.uk](mailto:recruitment@rpo.co.uk), include the job title in the subject line, your request and contact details, and we shall arrange for a member of staff to contact you.

Thank you for your interest in the Royal Philharmonic Orchestra. We really hope we have inspired you to want to develop your career with us, and to helping us towards a vibrant future.



Mahogany Carnival Arts leads a public procession for *Wemba's Dream: Join the Journey* in Wembley Park © Chris Winter