



# **CANDIDATE BRIEFING DOCUMENT**

**THE ROYAL OPERA HOUSE**

**TECHNICAL DIRECTOR**

**APRIL 2010**

## **1. Background - A Decade of Achievement**

In the ten years since the Royal Opera House reopened to the general public on 4 December 1999, we have consolidated our position as one of the world's leading cultural institutions. We are defined by world-class facilities, stages and performances, and recognised globally for our unrelenting pursuit of excellence and our continuing efforts to increase participation and widen access to our work.

During the past decade we are proud to have staged thousands of opera and ballet performances and attracted millions of visitors. In the last ten years we have hosted myriad exhibitions, events and workshops and supported schools and colleges across the country. Throughout the day, every day, there is always something to inspire at the Royal Opera House.

The Royal Ballet, led by Monica Mason, has produced exceptional work, evolved groundbreaking choreography through Wayne McGregor and others and facilitated the emergence of great new dancing talent.

Under the musical direction of Antonio Pappano, The Royal Opera has replenished the core repertory with some significant new productions and introduced a number of pieces never before seen at Covent Garden. As well as some spectacular Italian and German operas, Pappano has reintroduced French repertory and commissioned new works to great critical and audience acclaim.

Deborah Bull has shaped ROH2's programme across all of our spaces to create a multifaceted body of work which develops and nurtures new artists and appeals to a broad cross-section of audiences.

This year also represents nearly ten years of Tony Hall's leadership in shaping the organisation for the 21<sup>st</sup> century. His vision has resulted in the Royal Opera House leading in digital developments and new technologies. We have increased our reach through new initiatives: developing education and embracing opportunities to lead regeneration projects in bold and innovative ways, such as in Thurrock and Manchester. Throughout this period we have developed our international partnerships and touring to wide acclaim. Our building is world-class. After a decade in our new home, we will continue to ensure that we do it justice with the high quality of our work and our ambitions for the future.

## **2. The Role**

The role reports directly to the Chief Executive and is responsible for all technical, production and stage management staff in the following departments:

### **Production**

- Production Office
- Production Wardrobe
- Armoury
- Model Room
- Prop Workshop
- Carpentry, Paint & Metal Workshops

### **Technical**

- Technical Management
- Costume, Wigs and Make-Up Support
- Stage Departments – Lighting, Stage, Props and Flying Operations
- Lighting Management
- Sound
- Stage Management
- Surtitles
- Engineering
- Transport
- Aberdare Storage Facility and Transport

## **3. Job Purpose**

To be responsible for the management and delivery of all technical and production aspects of the Royal Opera House's work in the Covent Garden location and all outside locations and to deliver this, safely and effectively, within agreed resources and budgets.

#### **4. Principal Duties and Main Responsibilities**

- Ensure that the productions of the Royal Ballet (RB), Royal Opera (RO), and ROH2 Companies have the necessary technical support to enable the creative teams to realise the Companies' artistic aims.
- Through the Head of Production and other departmental Heads, ensure that ROH productions are planned, budgeted, implemented and monitored to the required standard to ensure the highest quality of production.
- Be a member of the ROH Executive Team and contribute to the overall strategic direction of the organisation.
- Ensure that the recruitment, employment, and working practices of technical and production staff are within ROH procedures.
- Ensure the highest level of health and safety management in technical and production operations and ensure that all staff are adequately trained.
- Direct and manage all technical aspects of the touring of ROH productions.
- Provide technical support for ROH events.
- Oversee the work in technical and production areas during the annual closedown period.
- Provide technical support for the visiting companies during the ROH "summer season".
- Lead on negotiations and consultations with the Trades Unions regarding technical and production matters.
- Provide leadership to Production and Technical teams, ensuring sufficient direction, support, performance management and development for direct reports.
- Contribute to the planning of capital projects within the ROH.
- Foster a culture of continuous improvement across all teams, services and activities.

This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.

## 5. Key Performance Indicators

- Effective service provision across all service areas to meet client needs and other objectives.
- Effective management of key stakeholder relationships.
- Effective resource management and budget management.
- Effective management of direct reports and reporting teams, with strong morale.
- Compliance with Health and Safety best practice and ROH procedures.

## 6. Person specification

### Essential Knowledge, Skills and Experience

#### *Technical Theatre*

- A proven track record in technical management with a major producing venue and a repertory theatre.
- Excellent technical skills with a thorough understanding of current equipment and systems across all the main areas of technical theatre (stage, lighting, flies, sound, engineering and build/access areas).
- Good understanding of the work and operations in Production and Production workshops, Costume Departments, Stage Management and transport, logistics and storage.
- Understanding of the artistic aims and objectives of the artistic companies.

#### *Management Skills*

- Proven experience of managing a large scale, complex operation and of leading multiple teams.
- Highly developed management skills and use of systems and procedures to support delivery to objectives, including:
  - Project management
  - Resource and budget management
  - Collective terms and agreements
  - Compliance with Health and Safety and ROH procedures
- Consistent performance under pressure and effective troubleshooting and problem solving ability.

### *Leadership*

- Able to operate successfully at Executive and senior levels and act as an ambassador for the Technical and Production departments internally and externally.
- Positive leadership style, leading by example.
- Strong relationship building skills and clear communicator.
- Demonstrated ability to work effectively and build good relations with artistic teams.
- Experience of managing trade union relations and negotiations.
- Drive and high productivity, capacity to manage a busy workload.
- Ability and commitment to foster a culture of continuous improvement and a strong team ethic.

### *Job Requirements*

- Strong awareness of and adherence to Health and Safety policy and best practice.
- Compliance with discrimination legislation and Equal Opportunities principles.
- Flexibility to work varied hours if required to meet service needs and to travel and work at other locations nationally and internationally on ROH business on occasion.

For further details on the job and the terms and conditions, please contact Pippa Campbell, Senior Consultant, AEM International Ltd. by email at [pippa@aeminternational.co.uk](mailto:pippa@aeminternational.co.uk) or on +44 (0)20 8 202 8700 for an informal chat.