



# Worthing Philharmonic Orchestra

President: Alissa Firsova  
Music Director: Dominic Grier  
Principal Guest Conductor: Roland Melia

Thursday 26<sup>th</sup> January 2023

## WPO Leader Vacancy

The Worthing Philharmonic Orchestra seeks a professional leader, for appointment during the 2023-24 season. The position is to be held jointly with the orchestra's current professional leader, Preston Yeo, on a job-share basis. Prospective applicants will be professional violinists with considerable orchestral experience and significant prior experience of leading an orchestra. Solo playing experience, including public concerto performances is also highly desirable. Conducting ability and experience as a sectional coach is considered a valuable asset.

WPO rehearsals take place on Monday evenings at the Worthing Assembly Hall. A final pre-concert day rehearsal is occasionally added on a Friday evening, with all regular concerts taking place on Sundays, typically at 3pm, preceded by a three-hour rehearsal.

## Application Process

The application process will take place in three stages:

### Stage 1

Online application, to include:

- Full CV and Repertoire List
- Proof of identity and eligibility to work in the UK
- Contact details for two professional referees (written references may also be submitted directly, if available)
- Links to at least two audio recordings and one video recording of your playing, to include one unaccompanied piece or study\*/\*\*

\* As a guide, this recording portfolio might include: one concerto movement with orchestral accompaniment, one solo work with piano accompaniment, and one unaccompanied work. Please submit only works from the common practice tonal era, preferably from the 18<sup>th</sup>, 19<sup>th</sup> or early 20<sup>th</sup> century periods.

\*\* N.B. Video material should be submitted in a streamable format, rather than as large files for download.

## Stage 2

Shortlisted candidates to attend a live audition in London on **Sunday 26th March 2023** (12:30-15:30), to include:

- Accompanied performance of a sonata or concerto movement
- Sight-reading tests
- Performance of orchestral excerpts (to be notified in advance)
- Short interview

The audition panel will comprise the WPO Music Director, the WPO Chairman, a member of the WPO, and an invited established violin professional/orchestral leader.

## Stage 3

If successful in Stage 2, candidates will be invited first to a trial rehearsal, in April/May 2023, and subsequently to a trial rehearsal/concert period in the autumn of 2023 or in early 2024. We would expect candidates to be available for all rehearsals offered, which would normally constitute 5 to 6 Monday evening sessions, followed by a final rehearsal on the day of a concert. Candidates may be required to assist with bowing and preparation of master string parts, and in the direction of sectional rehearsals.

Following (or during) this trial period, a further interview will take place with members of the WPO's governing committee, after which an appointment may be made. The WPO reserves the right to re-open the application process if no suitable appointment can be made.

## How to Apply

Please send your completed application to David Holmes, WPO Chairman, at [wpoleadervacancy@gmail.com](mailto:wpoleadervacancy@gmail.com)

Further enquiries may also be directed to the above email address.

## Person Specification

<b>PERSON SPECIFICATION</b>		
<b>Job title: Leader, Worthing Philharmonic Orchestra</b>		
<b>CRITERIA</b>	<b>E or D*</b>	<b>S or I**</b>
<b>EDUCATION</b>		
Degree in Music at Bachelor's and/or Master's level, or equivalent (such as Professional/Postgraduate Diploma)	D	S
Recognised advanced qualification in Violin performance (such as a Performance Diploma)	E	S
<b>KNOWLEDGE, SKILLS &amp; EXPERIENCE</b>		
Experience of leading orchestral projects professionally, both in professional and non-professional environments	E	S
Ability to play orchestral solos and concerti, as required in the repertoire	E	S
Experience of working with adult amateur musicians	D	I
Full working knowledge of string bowings in an orchestral context	D	I
Skills in conducting, appropriate for directing sectional rehearsals	D	I
Extensive knowledge of the standard symphonic repertoire	D	I
<b>OTHER</b>		
Able to work flexibly including weekend and evening work	E	I
<p><b>*E = essential criteria      D = desirable criteria</b>  <b>**S = short listing criteria      I = interview criteria</b></p>		

## Job Description

### 1. Role and Responsibilities

- 1.1 To lead the WPO, as principal 1<sup>st</sup> violin, in rehearsals and concerts, as agreed with the WPO management and WPO Music Director. In exceptional circumstances, where this is not possible, to arrange a suitable deputy leader, if requested. The WPO appoints two professional leaders, and this position is therefore shared with another post-holder.
- 1.2 To perform with the WPO as a soloist, where appropriate.
- 1.3 To conduct/direct string sectional or sub-sectional rehearsals, as agreed with the WPO Music Director.
- 1.4 To conduct the WPO in rehearsals/performance under exceptional circumstances, where the WPO Music Director, Assistant Conductor or any other appointed conducting deputies are unavailable or indisposed.
- 1.5 To advise on the selection of appropriate repertoire for WPO rehearsals and concerts, as part of a programming sub-committee.
- 1.6 To provide general musical support to the WPO Music Director.
- 1.7 To monitor and advise on seating of the WPO string section, in close consultation with the WPO Music Director, players and string sectional principals.
- 1.8 To provide bowings and markings, as a default, for at least one master copy of violin parts (1<sup>st</sup> and 2<sup>nd</sup> Violins) for all performance repertoire, unless otherwise advised by the WPO Music Director; and to provide any further markings for other master string parts, as necessary, in consultation with other string section principals. All such markings must be provided by a minimum of two weeks prior to any initial rehearsal of the repertoire in question.
- 1.9 To maintain regular contact with the WPO librarian(s) in relation to the bowings and markings detailed in clause 1.8.
- 1.10 To be interviewed by journalists from local print media, radio or television, as part of publicity for WPO events.
- 1.11 To participate in any other publicity (by means of WPO social media channels, for example), as agreed with the WPO management, on a case-by-case basis.
- 1.12 To provide support and musical advice to less experienced members of the WPO string section.
- 1.13 To work in a constructive and collaborative manner with all members of the WPO, its music staff, and its management team.
- 1.14 To participate in pre- and in-concert talks, as agreed with the WPO management.

- 1.15 To advise on the employment of professional deputy players, where appropriate.
- 1.16 To sit on audition/interview panels for other WPO professional appointments, as appropriate.
- 1.17 To attend full meetings of the WPO committee, wherever possible, to be held in Worthing or online.

## 2. Personal Attributes

- 2.1 Ability to work with players of varying degrees of musical ability.
- 2.2 Present a friendly demeanour and be approachable.
- 2.3 Demonstrate confidence in giving instructions to a large group of people and command respect.
- 2.4 Efficient and effective communication with any member of the WPO's governing committee, its Music Director or individual players, as may be necessary.
- 2.5 Punctual attendance at all rehearsals and concerts, arriving at least 15 minutes in advance of the former, and 30 minutes in advance of the latter.

## 3. Remuneration

- 3.1 The WPO will provide fees separately for evening rehearsals and for concerts (including a general rehearsal on the day of a concert), and these fees are reviewed annually. **Details of the current remuneration package are available to applicants on request.** There is scope for some negotiation around the current fee offer, depending on the experience of the selected candidate, although this will necessarily be within the financial constraints under which amateur music-making ensembles have to operate.
- 3.2 The WPO will provide an expenses payment for travel to meetings of the governing committee, but travel and subsistence payments for attendance at rehearsals and concerts will not be provided.
- 3.3 Other payments may occasionally be negotiated or offered where non-playing services are provided to the WPO.
- 3.4 The overall level of remuneration will be reviewed and agreed on an annual basis for each season. Any additional concerts and/or rehearsals will be remunerated on a pro rata basis.

## 4. Contract Period

- 4.1 The leader's contract will be for one year initially, subject to agreement by both parties. The contract will then be renewed annually or biennially, in full consultation with WPO members at an Annual General Meeting.

## Timetable

### Stage 1

Deadline for applications: **Friday 3<sup>rd</sup> March 2023**. Completed applications should be sent to David Holmes, WPO Chairman, by email to: [wpoleadervacancy@gmail.com](mailto:wpoleadervacancy@gmail.com)

### Stage 2

Candidates invited for live audition will be notified by Friday 17<sup>th</sup> March 2023.

### Stage 3

Trial rehearsal and concert dates TBC, subject to ongoing planning decisions for the 2023-24 season.

## About the WPO

The Worthing Philharmonic Orchestra makes a unique contribution to the musical life of the region and gives a season of at least five concerts per year, including a hugely popular Christmas Concert. All are performed in the superb acoustics of the Grade II-listed 'Art Deco' Worthing Assembly Hall.

WPO members come from across the south coast area and include professional and semi-professional musicians, university and college students, peripatetic teachers and keen local amateur musicians. With a full strength membership of over 75 musicians the orchestra is able to cover a wide repertoire, including major Classical and Romantic symphonies and concerti, as well as large-scale 20th Century orchestral works and choral works.

As well as collaborating with major international soloists, the Worthing Philharmonic Orchestra is particularly proud to provide a platform for 'rising star' young soloists and composers. The orchestra has well-established links to the Munster Trust, Worthing Music and Arts Festival, the Worthing Choral Society, the Boundstone Chorus and local school choirs. The musical development of our excellent local musicians is helped by frequent 'repertoire reading' rehearsals. These can also provide opportunities for 'up-and-coming' soloists to rehearse new material and prepare for concerts.

Rehearsals take place on Monday evenings at the Worthing Assembly Hall, from 19:15 to 21:30 (although this is sometimes extended by anything up to half an hour, with advance notice). A final pre-concert day rehearsal is occasionally added on a Friday evening, with all regular concerts taking place on Sundays, typically at 3pm, preceded by a three-hour rehearsal. There are usually five or six major concerts during a season, with extra public events taking place from time to time.

Further information about the orchestra and its activities is available at [www.worthingphil.co.uk](http://www.worthingphil.co.uk)