

BBC
Philharmonic
Orchestra

Appointment of

Head of Artistic Planning and Production

January 2025 | EBRTA



Saxton Bampfylde

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A message from the Director

Let's cut to the chase – I'm excited for you to look through this job pack. The role is a new one, and it's a huge opportunity for a visionary programmer to shape the future of the BBC Philharmonic Orchestra.

It's a time of real growth for us. We're launching some major new partnerships, expanding our audiences, and delivering incredible projects. From five-star Messiaen at the Bridgewater Hall to world premieres at the BBC Proms; from Eurovision to our TV series Musical Storyland (8 million streams and counting) – the orchestra is on brilliant form.

Most importantly, we have the best possible mandate from the BBC – to create inspiring, ambitious, and courageous artistic work, and to make a large-scale impact on our audiences with that work.

We're looking for someone who can ally a deep and wide knowledge of classical repertoire and artists with a flair for innovation, an eye for commercial opportunities, and a willingness to take smart risks to realise a heavy-hitting, world class programme of work.

If this has piqued your interest and you think you have what we need, we can't wait to meet you.

Onwards and upwards.



Adam Szabo
Director



Background and Context

The BBC Philharmonic Orchestra, celebrated for its dynamic performances and rich history spanning over a century, is looking to hire a visionary new Head of Artistic Planning & Production. This is a senior role within the Philharmonic's leadership team, with responsibility for the planning and delivery of all concert, touring, and broadcast activity.

The successful applicant will continue to grow the outstanding artistic reputation and international reach of this world-class orchestra, shaping a musical programme that attracts a diverse and enthusiastic live and broadcast audience.

A deep knowledge of classical artists and orchestral repertoire is essential; however, the successful applicant will ally this core classical experience with a flair for innovation and creative programming, an eye for commercial opportunities, and an ambition to grow the

artistic scope of the orchestra's work.

Based at the BBC Philharmonic Orchestra's offices at MediaCityUK, the Head of Artistic Planning & Production will work closely with the Director to realise the orchestra's artistic vision. Key stakeholders include BBC commissioners, editors, and producers, especially at Radio 3, the BBC Proms, and 6 Music; partner organisations including Factory International and the Royal Northern College of Music; and a diverse range of high-profile guest artists who feature in the orchestra's performance programme.

We are looking for an ambitious, highly motivated, and enthusiastic candidate to take on this role. Applicants should have significant management, artistic planning, and project management experience. Due to the nature of the role, they will be required to travel internationally and to work on evenings and weekends as dictated by the orchestra's performance schedule.

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The Role

Reports to: Director

Works with: Senior Producer (Audio), Head of Technical Production, Assistant Producer, Orchestral Manager, Head of Learning, Head of Marketing

Artistic Planning

- Programme a courageous and spectacular season of public concerts for the BBC Philharmonic Orchestra, including performances at The Bridgewater Hall, the Warehouse and Hall venues at Aviva Studios, the concert hall of the Royal Northern College of Music, the Royal Albert Hall for the BBC Proms, and our own Philharmonic Studio at MediaCityUK – alongside a broad range of outstanding venues across the UK.
- Build new and develop existing partnerships with conductors and guest artists at the very highest level of the classical sector.
- Take intelligent risks, investing in key artistic relationships with the musical stars of the future.
- Develop commercial opportunities for the orchestra; maximising potential revenue from key assets (Philharmonic Studio), and securing profitable recording sessions, tours, and collaborations.
- Maintain strong relationships with the Chief Conductor (John Storgårds) and Principal Guest Conductor (Anja Bihlmaier), shaping and consulting on concert programmes so they effectively support the orchestra's artistic vision.
- Shape an artistic programme that will appeal to culturally curious audiences alongside classical aficionados. Our work should be at the centre of cultural life in the UK.
- Work closely with the Director and the Head of Marketing to ensure that the artistic programme supports the orchestra's broadcast, marketing, and brand strategy.

Touring

- Develop relationships with festivals and promoters, both within the UK and internationally, growing the number and value of the orchestra's engagements.
- Working alongside the Director, secure and develop a regular programme of international touring dates for the orchestra, ensuring that fees and budgets are appropriately negotiated and managed.

Production

- Manage relationships with key editors and producers across BBC networks (radio and television), ensuring that the orchestra delivers its public service remit.
- Oversee resourcing for all technical staff working on broadcast projects.
- Oversee the recruitment, development, and management of presenters working on broadcast projects with the Philharmonic Orchestra.
- Work closely with the Senior Producer (Audio) and Head of Technical Production to ensure that recording and broadcast projects are delivered at a world class standard and in a timely manner.

Management & Leadership

- Earn trust, establish close working relationships, and communicate regularly and effectively with the musicians of the orchestra.

Person Specification

Essentials (must have)

- A deep knowledge of classical artists and orchestral repertoire, allied with strong personal relationships with artists, managers, promoters, festivals, and venues across the UK and internationally.
- Management experience.
- Flair for innovation, and an eye for commercial opportunities.
- Commitment to equality, diversity and inclusion principles.
- Personable manner with the ability to build warm relationships with colleagues, partners and creative collaborators.
- Excellent planning and project management skills.

Desirables (nice to have)

- Experience working with opera and staged work.
- A keen sense of (and good relationships with) non-classical artists who could prove to be compelling collaborators with the orchestra.
- Understanding of the BBC and its current position in a rapidly transforming cultural sector.

What we value (we are looking for this type of person)

Impact

- You accomplish amazing amounts of important work
- You minimise complexity and find time to simplify
- You focus on great results, rather than process

Communication

- When you communicate, you are concise, articulate, compassionate and jargon-free
- You are honest, candid and direct

Judgement

- You think strategically and can articulate what you are trying to do
- You prioritise effectively, separating what must be done well now and what can be improved later
- You act in the BBC's best interest

Passion

- You inspire others with your thirst for excellence
- You genuinely care about the BBC Philharmonic Orchestra's success

Courage

- You keep us accountable to BBC values
- You take smart risks
- You say what you think, even when controversial

Innovation

- You create new ideas that prove useful
- You pursue best practice, not common practice

Selflessness

- You make time to help colleagues
- You are egoless when searching for the best ideas



Terms of Appointment

Contract: Permanent, full-time

Pay range: £48,633 – £66,300

Job Band: D

CPF Job Title: Band D / Producer

Job Base: Philharmonic Studio, MediaCityUK, Salford

We are happy to discuss flexible working; there is no obligation to raise this at the application stage but if you wish to do so, you are welcome to. Flexible working will be part of the discussion at interview.

We will offer a competitive salary package that reflects internal benchmarking and external market research, a flexible 35-hour working week for work-life balance and 26 days holiday (1 of which is a corporation day). MyChoices, our flexible benefits scheme, allows you to build a package personal to you, including health cover, the option to buy or sell annual leave, gym membership, electric vehicles, cycle to work, plus discounted products and services via myDeals



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to BBC Philharmonic Orchestra on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **EBRTA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **29th January 2025**

- The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

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