

ENGLISH
TOURING
OPERA Opera
that
moves



Learning & Participation Producer Recruitment pack

Wonsick Oh, Judy Louie Brown and Rebecca Milford in *Afa and the Code Crusaders* (2026). Nel Crouch (Director) and Ella Barracrough (Set & Costume Designer).

Image credit: Julian Guidera

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Natasha Argawal in *The Wellies* (2023). Abigail Kelly (Director), Sorcha Corcoran (Designer).

Image credit: Julian Guidera

About English Touring Opera

ETO is an Olivier Award-winning opera company with a mission to bring world-class opera to local communities across England. Since 1979, ETO has toured outstanding live productions and impactful education and community projects to more towns and cities than any other UK opera company, reaching over 40,000 people per year.

As an Arts Council England National Portfolio Organisation, we tour exceptional and ambitious theatre-based productions across the country, performing rare, unjustly underperformed repertoire that is neglected by the rest of the sector. With an average ticket price of £26.81, we are committed to breaking down financial barriers to opera and challenging the perception that the artform is elitist.

It is an exciting time for ETO, as we establish ourselves in our new base of operations in Sheffield as part of the ACE Transfer Programme. As part of our Learning & Participation (L&P) Programme ETO creates award-winning educational opera experiences. We tour participatory opera across the country for infants, children, families, and Learning Disabled young people and we deliver creative workshops for young people in secondary schools and Alternative Provision settings. Through our multifaceted approach, we work carefully with participants to deliver activities that reflect their backgrounds, interests, and needs, alongside important issues such as climate change and mental health.

Learning & Participation

Central to ETO's programming is our award-winning Learning & Participation (L&P) department, which annually works with over 8,000 children in schools nationwide. With inclusion, participation, and co-creation at its heart, we work with schools, families and communities to open up access into the world of opera.

Every year, we commission, produce, and tour two bespoke participatory operas for children. We perform nationally over 65 times in schools, libraries and venues to both school and family audiences. Each Autumn we tour a sensory-friendly opera, co-created with and for children in SEND schools, and each Spring we commission work for a KS2 primary school audience. As testament to our groundbreaking work with young people across England, *The Wish Gatherer*, ETO's Spring 2023 opera for Key Stage Two won the 2023 Best Opera Award (powered by RESEO) at the YAM Awards, and our Spring 2025 opera, *The Vanishing Forest* recently won a Fringe Theatre Award 25/26 for Theatre for Young Audiences (Music) and the production is about to tour schools in Wales with the Welsh National Opera.

We deliver two bespoke workshop programmes for young people, facilitated by professional opera singers, composers, and creatives. ETO Lyrics is our series of creative workshops for young people aged 14 -16 in Alternative Provision settings. Participants write and create songs, inspired by their lived experiences, fostering greater emotional resilience and improving their mental health. Our ETO Perform programme delivers workshops for children in secondary schools, who create new mini operas inspired by ETO's theatre-based productions and visit our venues to see an opera and take part in a backstage tour. Both projects provide participants with new, unexplored creative avenues and furnish them with the skills needed to work collaboratively across many different pathways.

About the role

ETO is seeking an ambitious Producer to join our award-winning L&P team. We are looking for someone with strong organisational skills, who thrives in a busy environment and is passionate about producing new children's opera which is accessible for all. You will be driven by getting the logistics right, so creativity can flourish across multiple freelance teams and a variety of stakeholders. The role is an integral part of a small team, working closely with the Head of L&P.

This is a unique position offering the opportunity to produce two new children's operas each year, whilst also working across our school and community workshop programmes. The ideal candidate will be a proactive, outgoing individual with excellent interpersonal skills. The role requires rigorous attention to detail, and an ability to work well under pressure.

Whilst a knowledge and passion for opera and theatre is useful, it is not essential and we welcome applications from people who have worked more generally across the arts and education sectors. The role will be based in our Sheffield office, and with some remote work and international travel. The role will require travel to performances, meetings, and events around the country especially during touring seasons (usually October - November and February - May). We actively encourage applications from disabled people, working class people and people from global majority backgrounds, as these groups are currently under-represented in the cultural sector.

Job title	Learning & Participation Producer
Line manager	Head of Learning & Participation
Key relationships	Head of Learning & Participation Freelance creative and facilitation teams Schools, teachers, children and families Music Hubs and LCEPS Regional venues
Start date	September 2026
Salary	£30,000 - £32,000 per annum full time, commensurate with experience
Contract	Permanent, full-time position. The normal working week includes seven paid hours a day, five days per week (a one-hour lunch break each day is unpaid), Monday to Friday. Normal office hours are starting between 9am and 10am and finishing between 5pm and 6pm Mon-Fri. Some evening and weekend work will be required
Holiday	20 days per annum, pro rata, plus Bank Holidays; rising to 25 days p.a. after 2 years' service. 3 additional days to be taken at Christmas
Pension	Employees are automatically enrolled into ETO's pension scheme (managed by Royal London), to which ETO will contribute 4% and the employee will contribute 3.2% of salary, starting with the first salary payment. (Contribution rates and other terms and conditions of the scheme may change. Employees have the right to opt out of the scheme)
Location	ETO's office is based at The Workstation, 15 Paternoster Row, Sheffield, S1 2BX. The Learning and Participation Producer will be expected to work from the ETO office for at least 3 days per week (hybrid working/working-from-home is optional on the other 2 days per week; a desk in the ETO office is available full-time if that is preferred) Regular travel in the UK will be required for this role
Probation	There will be a five-month probation period, during which time one month notice will be required by either party
Deadline	9am on Monday 22 June 2026

How to apply

Please email your CV (maximum two pages) and a covering letter (maximum two pages) outlining in detail why you are applying for the role and how your skills and experience make you a suitable candidate to admin@etopera.org.uk.

If you would like to submit your cover letter and submission of interest in a non-written format, please submit a video or voice recording (or a link to one). Please ensure these are no longer than 5 minutes.

Please also fill in the [Equal Opportunities Monitoring Form](#), which will be anonymised, stored separately from your application, and will not be considered as part of it. If you have any questions regarding the application process, please contact admin@etopera.org.uk.

We actively encourage applications from disabled people, working class people and people from global majority backgrounds, as these groups are currently under-represented in the cultural sector.

Duties and Responsibilities

- Booking schools and supporting teams on ETO workshop programmes including ETO Lyrics, ETO Perform and Turtle Song
- Coordinating freelance teams, organising logistics and leading on evaluation for workshop programmes ETO Lyrics, ETO Perform and Turtle Song informed by the Arts Council's Let's Create and Levelling Up strategies.
- Support Head of L&P to develop and maintain relationships with schools, music hubs and regional venues
- Liaise with Head of L&P on curation of L&P output including new children's opera commissions.
- Lead on the production elements of the L&P operas alongside Head of Learning & Participation working closely with the freelance stage manager and creative team.
- Act as Production Manager in rehearsals for L&P productions
- Act as Sustainability Champion for L&P productions working closely with freelance design team to achieve Theatre Greenbook
- Lead on schools booking for ETO's L&P tours alongside Head of Learning & Participation
- Lead on DBS checks and child licensing when needed
- Write and manage Access Pack and contribute to Teachers Pack for L&P productions
- Write copy for L&P evaluation reports, ETO programmes and teacher information packs
- Manage L&P project evaluation and data processing in liaison with the Head of L&P, Development and Marketing teams
- Lead on integrating accessibility into L&P productions, including writing and/or operating captions for L&P performances if necessary
- Undertake the role of Deputy Designated Safeguarding Officer
- Process invoices for the L&P department, update budgets and process travel and subsistence payments for singers and instrumentalists on tour
- Work closely with Head of L&P to contribute to L&P's overarching strategy
- Ensure that all activities fully comply with ETO's GDPR (General Data Protection Regulation) policy.
- Keep up to date with best practice and developments in arts fundraising in order to maintain a strong presence for ETO in the sector
- Contribute to the work of other departments within ETO and carry out, within reason, other duties to further the objectives of the company
- Act as an ambassador for the company at all times
- Regularly attend performances during ETO's tours, across England

Person specification

Essential

- A highly motivated, resourceful, and creative individual who can operate as self-starter
- Prior experience of producing professional children's opera and/or theatre
- Relevant experience in an arts or arts education-based environment, with a good knowledge of the National Curriculum
- A confident writer and communicator with strong interpersonal skills to interact with wide range of stakeholders
- A passion for the arts, music, access and ETO's mission.
- Strong organisational, scheduling and planning skills
- Expertise in inclusive practice and producing workshops and/or productions for Learning Disabled audiences
- Budgeting, invoicing and contracting experience for arts projects
- Willingness to travel and work regionally within the UK, including staying away from home
- Competency with Google Workspace and all standard Microsoft office applications, including Word, Excel and PowerPoint

Appointment to this role is conditional on a valid DBS certificate being awarded and continued employment in the role will be conditional on such a certificate being maintained. ETO will make the relevant applications to renew the certificate as required.

Desirable

- Tour booking experience in schools, libraries and/or venues
- Facilitation experience with children and young people
- Experience using Makaton and/or accessible tools such as Widgit
- Strong understanding of current safeguarding legislation

Team competencies, expected of all ETO staff

Efficiency

- Using time and resources well

Innovation

- Keeping an open mind
- Identifying opportunities to try new ideas
- Problem solving – identifying problems, analysing their causes and proposing clear plans to resolve them

Articulacy

- Reporting information accurately, in an appropriate level of detail, at the right time
- Choosing appropriate mode, tone and register for each context

Cultivating external relationships

- Contributing to effective communication and enriching relationships with external partners and contacts

- Cultivating internal relationships**
 - Contributing to honest, effective communication and mutual support within the team
 - Sharing challenges and celebrating achievements
- Resilience**
 - Owning mistakes
 - Responding to challenges constructively
 - Working well under pressure
- Numeracy**
 - Adapting to new circumstances
 - Managing financial and/or statistical information accurately and efficiently
 - Being able to identify anomalies or inconsistencies quickly and correct or adjust as necessary

General Data Protection Regulation

You may be familiar with the EU General Data Protection Regulation (GDPR) which came into effect in May 2018. The data you provide as part of your application will be held securely – in accordance with GDPR - and accessible only to those involved in the recruitment process. It will not be used for any other purpose. Once the recruitment process is over, should you be unsuccessful your data will be stored for a maximum of 12 months, then destroyed. If you are appointed, your application form will be retained and form the basis of your personnel record. By applying, you give your consent to your data being stored and processed in this way. If you complete an Equal Opportunities Monitoring form and include it with your application, you consent to the information you provide in it being stored anonymously and processed exclusively for the purposes of Equal Opportunities monitoring. ETO's full privacy notice can be found on its website.