Your journey starts here...
An intro from our Chief Executive

I’m Stuart Murphy and welcome to English National Opera.

At ENO there are a few values we live by – we strive to be world class in everything we do – in what we perform on stage, how we treat our customers and how we treat one another inside the company.

The thing that connects us all is that we are here to make world-class opera for anyone.

We sing in English, and our home is the London Coliseum – the largest theatre in the West End of London, designed as a people’s palace of entertainment. We take our commitment to offer accessible pricing seriously, with tickets starting at just £10.

We have an extensive learning and participation programme at the heart of our company, and we offer training, coaching, mentoring and professional development not only to our performers and to the next generation of musical talent, but to all of our staff.

We are fair, honest, transparent and put a premium on excellence – so if you love creating, imagining, supporting brilliant musical and theatrical endeavour, there are few places in the world that offer the scope of what we offer here.

On behalf of all of us, I hope that once you have read this candidate information pack, you will consider applying for this position. We look forward to receiving your application.

Very best wishes,

Stuart Murphy
Chief Executive
“Inspiration is an awakening”

Giacomo Puccini
English National Opera exists for everyone, creating new experiences with opera that inspires, nurtures creativity and makes a difference. Our vision is for lives changed through opera.

We take a fresh inspiring approach to opera to reflect the diversity of our culture.

We believe that opera is a living art form able to connect to people from all parts of our society. We collaborate with a range of artists and art forms as part of our commitment to the future of the art form. We sing in English, as we believe it enhances the emotional connection between performers and audiences.

We encourage creativity throughout the company and our commitment to the future of opera provides a platform to develop outstanding careers.

We are a world-class national company recognised internationally for the standard of our work. We nurture talent across the entire company including a platform for young singers to start and then develop global careers.

We connect to audiences through inspiring, accessible, world-class opera and stimulating, creative participation programmes.

We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

We make our productions accessible by offering a large proportion of tickets at affordable prices, and through our attendance schemes.

English National Opera is founded on the belief that opera of the highest quality should be accessible to anyone.

We work with a wide range of visiting companies to generate essential revenue and welcome new audiences to share the experience of our theatre.
Assistant Lighting Resource Coordinator

The Assistant Lighting Resource Coordinator will assist the Lighting Resource Coordinator in their work at the Lighting Workshops in the daily duties of planned maintenance, running repairs, electrical testing, show equipment preparation, and the design and building of electrical props and set lighting elements, deputising for Lx Resource Coordinator during holidays/sickness/other work duties away from the main workshops. They will work with the Resource Coordinator to plan and carry out maintenance programmes on all the lighting equipment owned by ENO, in order to meet all the requirements of current legislation. They will also assist in the preparation of additional equipment required for specific productions, and liaise primarily with Lighting Supervisors and Senior Technicians, in addition to the Resource Coordinator in order to achieve this.

Reports to:
Lighting Resource Coordinator

Contract Type
Fixed Term Contract until 31st March 2024

Hours
The normal working week is Monday-Friday 08:00-16:00 (40 hours). There may be occasional weekend working which will be compensated by time off in lieu

Location
The Primary Location will be Charlton, SE7, although the successful candidate may also be asked to work at the Coliseum and in the rehearsal rooms.

Salary
£39,270.00 per annum, pro rata.

To Apply
Please send your CV and a brief statement of interest to workwithus@eno.org

Deadline: 12:00 noon, Monday 11th September
Assistant Lighting Resource Coordinator

Duties and responsibilities

• To work with the Lx Resource Coordinator (LRC) to ensure the schedule of maintenance and PAT testing is completed on time and ensuring all equipment always meets current regulations.
• Design, Construct and Install lighting set elements and electrical props for use in ENO productions. Liaise with Lighting management and Production Management to ensure a smooth design, construction, and installation.
• Advise the Lighting Resource Coordinator on availability of equipment and current stages of repair.
• To supervise any extra staff at workshop, oversee maintenance and appliance testing.
• With the LRC advise Lx Supervisors/Senior Techs on current state of play and availability of specified equipment.
• To install/remove additional rehearsal room lighting as and when required.
• To organise movement of equipment between relevant venues particularly at end of season and in/out of specific productions.
• Liaise with supply companies and service depts for assistance on repairs, and supply of spare parts. Be aware of manufacturers’ developments that might affect equipment owned by ENO.
• Keep up to date with new innovations in lighting equipment.
• Keep the workshop and stores in a tidy workable state, ensuring working conditions meet current H&S standards.
• To undertake reasonable other duties which may be required.

Skills, Experience and Qualifications

• An in-depth knowledge of the workings of current industry wide lighting equipment and other products regularly in use.
• Good electrical knowledge ideally supported with C&G qualifications, minimum 7909.
• A knowledge of electronics.
• Understanding of maintenance tasks and how to implement them.
• Knowledge of control systems to enable testing of repaired equipment.
• Computer literate – able to use Word and Excel for spreadsheets and an ability to use asset management systems to control stock movements & maintenance schedules.
• Have a good knowledge of H&S Regs applicable to the job.
• Knowledge of dimmers, control desks and network systems.

Essential Attributes

• An ability to work un-supervised as and when necessary.
• Able to instruct other staff in tasks at hand and oversee the work to ensure standards are maintained.
• Able to ensure that all work carried out complies with the Company H&S policies and to be aware of all the relevant H&S Acts and procedures that apply to working in this post.
• A good communicator and with the ability to build positive and productive working relationships with other member of staff.
Why work at ENO?

When you join us at ENO, we’ll provide you with an in-depth induction that will introduce you to your role, your department and give you the opportunity to explore all areas of the company.

“My most enjoyable thing about working at ENO is working with a supportive, fun and energetic team”

“The variety of what we do is amazing, from drinks receptions and garden parties, to opportunities to see performances from Stage. Prompt or the Flys - every day is different and exciting!”

“The most enjoyable thing about working in the Development team at ENO is being able to collaborate with everyone in the organisation - Marketing & Comms and Baylis, as well as the teams at the Coliseum so there is a great sense of community within the company”

From our third annual staff survey in May 2021, we found that:

92% of people at ENO feel pride in the work they do and the results achieved

81% of people plan to be working at ENO in three years from now

90% of people know how their work contributes to ENO’s future

Whole Company Staff Benefits

At ENO, we believe our staff are our strongest asset, and we offer support beyond your salary. We will also invest not only in your professional development, but also in your wellbeing.

Our current staff benefits include:

Professional Development
• Annual Professional Development Review to support your personal and career ambitions and achievements

ENO and London Coliseum Performances
• Access to complimentary tickets for ENO and selected London Coliseum performances
• Access to a staff rate for ENO performances
• Complimentary tickets to talks, recitals and behind-the-scenes events

Staff Well-Being Activities
• Generous annual leave entitlement
• Access to subsidised activities such as massage and yoga
• Access to an employee assistance programme

Financial Support
• Employer pension contribution of 3%, with employee contribution of 5%
• Digital payslips accessible through mobile apps
• Staff canteen at the London Coliseum
• Star of The Month Scheme
• Employee discount programme through Perks at Work
• Interest-free travel season ticket loans
• Cycle-to-work scheme
• Eye care vouchers
“Imagination creates reality”

Richard Wagner
Confidentiality
Confidentiality is so important in this role and our policy is strict. All information concerning staff, patrons and other ENO business, the disclosure of which could be detrimental to the company, must be held in the strictest confidence and may not be divulged to any unauthorised person at any time.

Data Protection
Data Protection and adherence to GDPR is equally important. We therefore require that computer information should only be accessed if this has been authorised and is necessary as part of the postholder’s work. You will need to be aware of the GDPR 8 key principals, and the Computer Misuse Act 1990.

Health and Safety
Health and Safety is so important at ENO and we would expect that the postholder will be happy to undertake personal responsibility for safety as will be outlined in the ENO safety policy and the Health and Safety at Work Act 1974.

Equal Opportunities
Equal Opportunities is a given. We will expect the postholder to abide by ENO’s policies on Equal Opportunities and Dignity at Work.

Code of Conduct
Code of Conduct is sometimes assumed, but at ENO we will require the postholder to act in accordance with ENO’s Code of Conduct whereby everyone shall be treated in a professional and courteous manner with full regard to the avoidance of discrimination, consistent with current equal opportunities employment legislation.
English National Opera is a charitable company limited by guarantee incorporated in England and Wales (Company number 00426792), Charity Registered Number 257210.