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.
Lighting Programmer

The Lighting Programmer is an integral part of English National Opera’s Lighting department and its ability to provide the creative and technical services to support visiting international lighting designers throughout the busy repertory seasons. The post holder will be expected to work to the highest technical standards, be considerate and professional in dealings with colleagues and to have an understanding of both the artistic aspirations and requirements of a production.

The Lighting Programmer will be responsible for working closely with visiting Lighting Designers to programme and realise the LD’s designs for specific ENO productions both at the Coliseum and other venues. Additionally, they will oversee the integration of touring lighting control desks into the ENO system when visiting companies arrive at the Coliseum.

Reports to:
Lighting Supervisor and/or the Senior Lighting Technician.

Contract Type
Fixed Term contract 04/09/2023 – 31/03/2024
43 hours per week + overtime (some shift patterns may include weekends and public holidays depending on show scheduling)

Location
The London Coliseum, St Martin’s Lane, WC2 and all venues in which ENO is performing or rehearsing or other ENO bases as required.

Salary
£40,685.00 pro rata

To Apply
Please send your CV and a brief cover letter to workwithus@eno.org
Please also submit our Equality and Diversity Monitoring Form

Deadline: 12:00 noon Monday 21st August
Lighting Programmer

Duties and responsibilities

• Support the Lighting Supervisor and Senior Technician in the preparation, operation and maintenance of all relevant equipment.
• Develop a detailed understanding of the lighting system installed at the Coliseum including desk, network systems and dimmers, including knowledge of how to integrate lighting boards from visiting companies into the installed system.
• Build a good understanding of all the departments’ equipment; to efficiently operate the equipment to a high standard to support plotting sessions, rehearsals and performances.
• Work closely with and remain sensitive to the wishes of the LD in order to achieve the desired aims. To be able to translate the LD’s wishes with an artistic eye and deliver results with speed and accuracy.
• Prepare show files and paperwork including Show-porting shows and to work closely with the Lighting Supervisors to ensure all controls aspects of a show have been suitably planned.
• Generate and update accompanying paperwork to provide accurate and accessible records of shows and their requirements in order to ensure smooth change-overs and operation of all shows in the ENO repertory.
• Assist in building and facilitating focus notes using FocusTrack/Moving Light Assistant (or similar software) for intelligent lighting used in productions.
• Devise and communicate methods of data distribution throughout the performance space to the rest of the Lx dept.
• Assume responsibility for daily checks of the intelligent lighting equipment in the rig; where necessary, carrying out fault finding investigations, documenting and communicating any issues with this equipment.
• To work closely with the Moving Light Technicians when identifying problems and arriving at solutions regarding intelligent light sources.

Continued:
• Integrating and achieving the running requirements of the Rep and consulting with colleagues to ensure production deadlines are met to the highest technical standard.
• Actively participate in the administration and maintenance of the lighting control network, including performance of the dimmers and the dimmer feedback system (TT Manager), maintenance and administration of ETC Gateways.
• To take an active part in research and development activities relating to control platforms, contributing to internal and public forums and liaising with manufacturers.
• Keep a running dialogue with the R&D depts of ADB (dimmers/management software) and ETC (Control desk/gateways/houselight dimmers) to ensure our input into developments and software upgrades.
• Ensuring that all activities are carried out in accordance with the Company’s Health and Safety Policy and establish that other technicians as appropriate are aware of these requirements.

Personal Specification
• Capable of carrying out fault finding assessments of the control & dimming systems and advising on plan of action following diagnosis.
• An established background in the core skills relevant to this position including the ability to program shows on an ETC Eos to an advanced level, in a repertory environment, with a view to revivals.
• Considerable experience in programming large moving light rigs, an understanding of data networks and dimmer management systems
• Able to complete tasks to deadline with minimal supervision
• Ability to rig lighting elements appropriately
• Familiarity with both current and legacy lighting accessories e.g. Scrollers, low voltage equipment, shutter units, LED’s.
• Able to read and understand lighting plans and running plots (you may be called upon to assist other technicians within the LX department)
• Confidence in working safely at height
• Technical ability, a positive and professional attitude and a ‘hands on’ approach to the job.
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.