



Philharmonia

Programming Director

Role information, April 2024



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

About the role

The Programming Director is responsible for setting and delivering the artistic programme of the organisation.

An outstanding creative thinker and planner, you will have an excellent network of artist and agent relationships, which you draw on to create world-class concert programmes, series and festivals, which appeal to a diverse range of audiences.

Your first-rate understanding of orchestral repertoire and a range of contexts and markets will enable you to devise compelling programmes and concert formats in response to and driven by themes which connect classical music with the world of today and meet box office targets. You will know the importance of equality and diversity on stage in building a future for classical music, and be an active champion of creative projects which demonstrate this.

You will be sensitive to the needs of artists and composers, and experienced in working with conductors in creating programmes, whilst also maintaining in-the-round awareness of the complex jigsaw of sometimes competing priorities and restrictions into which any project has to be delivered.

Discovering new artists and musical voices will be something you are passionate about, as will be the shaping of contexts, formats and musical and cultural narratives to give artists the best chance of connecting with audiences. Your interests will extend to other musical genres, including orchestral music for film, television and games.

You will be curious about learning and education work, and non-main-stage activity, including digital and immersive projects, and will be thinking collaboratively and pro-actively about their relationship to performances on the concert stage.

You will play a key leadership role in the ongoing transformation of the organisation: ensuring the highest artistic standards based on the unique Philharmonia sound, whilst championing and developing an artistic strategy built around innovation.

As a member of the Exec Team, you will report to the Chief Executive. You will work in close partnership with the Concerts Director and team, and also have close working relationships with other members of the Exec Team, President, Vice President and the Philharmonia Orchestra Artistic Committee.

You will be a collaborative and inclusive leader who acts with integrity, and who can manage complex systems and personalities in line with Philharmonia's vision, mission, and strategic aims.

The Orchestra

The Philharmonia Orchestra is one of the world's great orchestras and has been creating thrilling performances for a global audience since 1945.

Artistic Leadership

Celebrated young Finn, Santtu-Matias Rouvali is our Principal Conductor. Santtu follows in the footsteps of great artists including Herbert von Karajan, Otto Klemperer and Riccardo Muti. His immediate predecessor Esa-Pekka Salonen is our Conductor Laureate, and Christoph von Dohnányi is our Honorary Conductor for Life. In 2023, Sir John Eliot Gardiner and Marin Alsop joined the Philharmonia family as Principal Guest Conductor Emeritus and Principal Guest Conductor respectively.

This inspirational artistic leadership is at the core of our work on the concert platform, which we then complement with a diverse range of titled artists which change season by season; in 2023/24 our Artist in Residence is sarod virtuoso and producer Soumik Datta, and our two Featured Artists are violinist Nicola Benedetti and soprano Julia Bullock. Together these outstanding artists help us shape a programme of performances and projects of the highest quality and distinctiveness for the orchestra.

Organisational Overview

The Philharmonia is a registered charity and as one of the four London self-governing symphony orchestras comprises 80 musicians from 16 countries. The Board is led by Lord King of Lothbury and includes a strong player voice through members of the orchestral committee headed up by President Cheremie Hamilton-Miller. The management team of 40 administrative and backstage staff is led by CEO Thorben Dittes and an Executive Team of six.

Our artistic home is the Southbank Centre in the heart of London, where we give around 35 performances a year. We also have residencies in Bedford, Leicester, Canterbury, and Basingstoke, encompassing longstanding Learning & Engagement projects as well as regular concerts. Additionally, the orchestra is resident at Garsington Opera and the Three Choirs Festival. From our administrative base in Bankside, we create around 250 projects and performances annually and in 2022/23 around 160,000 experienced the Philharmonia sound live.

From LPs to Virtual Reality, we have always been pioneers in using technology to bring our music to the widest possible audience. We have 1 million listeners each month on Spotify, over 500,000 social media followers, and a vibrant YouTube channel with annual viewing figures of almost 3 million.

The Future

The organisation has undertaken an extensive mission-vision-values exercise, involving musicians, staff, Board and external stakeholders. The resulting forward direction connects its illustrious musical history and artistic DNA of international excellence, with a firm focus on innovation and the future of the orchestral experience for both audiences and musicians.

Could you be part of that future?



Key information

- Contract: Permanent, full-time - part-time applications will be considered
- Location: London Office - 6 Chancel Street, London, England, SE1 0UX - with some flexibility on remote working. Regular weekend and evening work required, as well as some international travel to research artists and accompany the orchestra on international tours and engagements
- Reports to: Chief Executive
- Direct reports: n/a - Task management of the Executive & Programming Co-ordinator

Key responsibilities

Programming & artistic relationships

- Devise and implement the artistic strategy and programme of the Philharmonia Orchestra in close consultation with the Chief Executive, Principal Conductor and Exec Team colleagues
- Act as primary liaison to the Principal Conductor and other titled artists, discussing and agreeing programmes and projects
- Engage guest conductors and soloists for all Philharmonia own-promoted performances and engagements, including fee negotiations
- Identify and lead opportunities for commissioning and co-commissioning of new works, negotiating commission fees and contracts. Liaison with publishers
- Negotiate co-promotion deals with external partners such as Serious or Southbank Centre
- Liaise with conductors and touring partners to develop programmes for foreign touring, while considering market and budget limitations
- Initiate and develop non-standard orchestral projects, such as film with live orchestra, cross-artform or cross-genre collaborations, and performances at non-standard venues

- Develop suitable programmes for Philharmonia Residency venues, taking both box office and logistical considerations into account
- Handle artist and conductor cancellations and identifying suitable replacements. Liaising internally with other departments over all cancellations
- Develop repertoire ideas and ensure timely registration on clash-diary, with support from Concerts Manager
- Lead on chamber music programming, including liaison with players over proposals
- Research and identify future featured artists, composers and guest conductors proactively

Internal & external communications

- Represent the artistic programming function to senior staff, promoters, agents, donors, Board members and volunteers
- Collaborate with the Learning and Engagement department to integrate the performance programme with educational projects in the planning stage, including Artist in Residence programme
- Collaborate with the Development Department on programmed-led fundraising activities
- Be in regular contact with Marketing colleagues as artistic plans consolidate and confirm. Advise on narrative and proof-read key documents
- Act as artistic liaison with external partners as required

Budgeting, rehearsal & instrumentation planning

- Work with the Concerts Director and Managers to create project and season activity budgets, accurately forecasting expenditure and advising on box office targets
- Oversee the planning of rehearsals by Concerts Managers, seeking advice from members of the orchestra as necessary
- Agree special instruments, and relevant additional fees

Principal liaison with Southbank Centre

- Lead on the day-to-day relationship with Southbank Centre, both in terms of strategy and date requests as principal point of contact
- Keep SBC colleagues updated on future artistic plans, specifically identifying future projects which may be of interest to Southbank Centre to collaborate on, on a co-promotion or engagement basis

Orchestra liaison

- Lead the Artistic Committee discussions re future plans, and ideas around conductors and soloists
- Work with the Concerts Assistants and Data & Insight Manager to issue periodic conductor and soloist survey, using results to inform future programming
- Be in regular contact with key orchestral personnel over suitability of repertoire if rehearsal time is severely limited

Recordings & digital

- Lead on Philharmonia Records, developing and overseeing the recordings strategy
- Identify, and plan potential own-label recording projects
- Listen to recordings to assess suitability for release, and discussing in-house recordings with Artistic Committee
- Work with Immersive Producer on programmatic aspects of digital projects
- Identify projects which could be digital first from the outset

Other

- Work with the CEO and Exec team colleagues on developing future business plan and strategies built around the Orchestra's new mission, vision and values
- As a member of the Exec team represent the Orchestra in key operational and strategic relationships, as required
- Attend performances at Southbank Centre and at venues out of London and overseas, as required, in order to monitor artistic performance and quality

Required skills & experience

- Excellent track record of working in artistic planning or artist management (min 7-10 years)
- First-class knowledge of orchestral repertoire and artists, as well as the work of the Philharmonia Orchestra
- Demonstrable creative programming experience at an international level
- First-rate budgeting and financial management skills
- Demonstrable entrepreneurial mindset with a successful history of creating new projects
- Current experience of development of UK and international markets for orchestras
- First-class communications, influencing, and negotiation skills – and the ability to make the case effectively and enthusiastically
- A collaborative team player able to develop excellent working relationships across the organisation
- Flexible and positive attitude, as well as the ability to think laterally and creatively to overcome obstacles
- High level of professionalism, self-motivation and organisation, and an ability to manage complex issues effectively
- Ability to regularly work out of hours and travel, as required
- Diplomatic and capable of being an excellent ambassador for the Philharmonia

How to apply

Please email your CV and covering letter to: philharmoniahr@thehrhub.co.uk. For an informal conversation about the role, please contact the HR Hub on the same email address.

Deadline for applications: Sunday 5 May 2024. First interviews will be held on Friday 10 May 2024.

