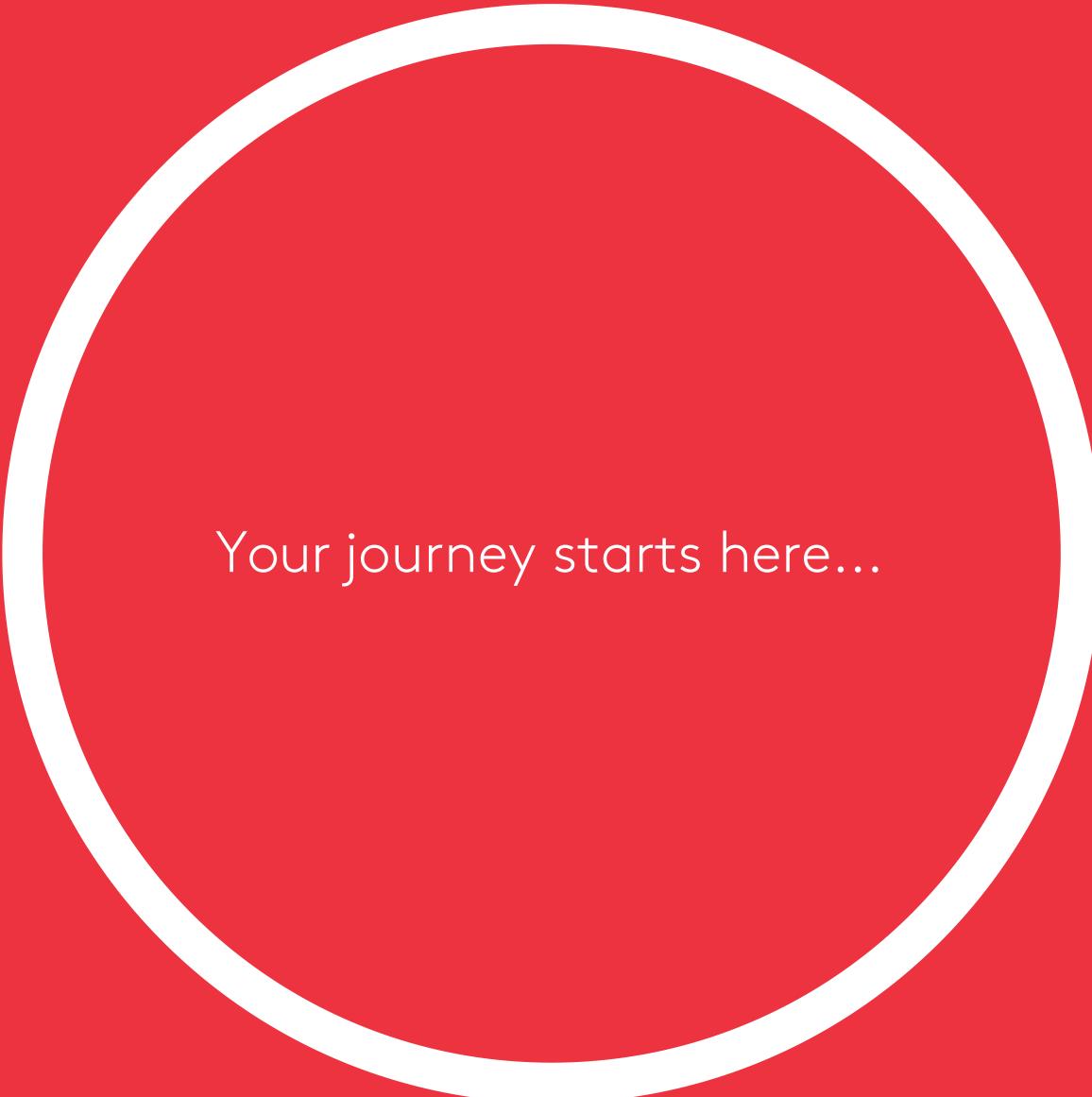


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Assistant Cutter  
Candidate Pack

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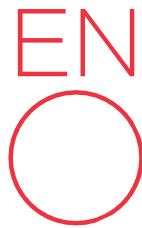


Your journey starts here...



Chorus of ENO, ENO's Cinderella (La Cenerentola) 2025 © Mark Douet

# About US



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.



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

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

## Assistant Cutter

### SUMMARY

Costume forms part of the Technical and Production Department, encompassing Production Costume, Running Wardrobe and working closely with the Wigs, Hair and Make Up Department. This role facilitates Costume Production services, to the highest standard, for the ENO.

Reporting to the Head Cutter, the Assistant Cutter will share responsibility for the initial pattern cutting and draping, through to final construction across various productions, along with the completion of any alterations on Costumes. The Assistant Cutter will respond to work or tasks appropriate to their skills and competence (including as part of their individual development programme).

#### Contract

We currently have 2 contracts available:

- 12-month fixed term contract (maternity cover)
- 12-month fixed term contract

#### Start date

Mid-June 2026

#### Reports to

Head cutter

#### Salary

£40,430.90 per annum

#### Location

Union Court, SW4 6JP(workshop), London Coliseum, WC2N 4ES (theatre) & other locations as required

#### Hours

38 hours per week averaged annually

## Assistant Cutter

### Key Accountabilities

- Produce costumes across a broad technical range, including flat pattern work, draping, and tailoring, adapting methods as required for different productions and design briefs
- Carry out costume alterations efficiently and accurately, applying knowledge of both contemporary garment construction and traditional period costume techniques
- Manage workload effectively to support multiple productions simultaneously, maintaining high standards whilst meeting deadlines
- Communicate clearly and proactively with the Costume Supervisor and Workroom Team to ensure efficient workflows, realistic time planning and smooth delivery across all productions
- Maintain effective working relationship with the various roles in a Costume Department
- Collaborate on design interpretations with Costume Supervisors to ensure that the best possible outcome of production is achieved within the constraints of the budget and schedule
- Oversee the workload of show teams and if needed, deputise for the Head Cutter
- Attend fittings and measurement sessions as well as evening and weekend onstage rehearsals as required
- Maintain high standards of professional craft skills and competence as set by the Head Cutter
- Pass on knowledge to less experienced team members, including casual staff and work experience students, and instruct where necessary via relevant teaching and coaching
- Document and maintain all information relating to costume production for the assigned shows
- Take part in the appraisal process and undertake training as identified by the Head Cutter, or the appraisal process, to improve or learn new skills
- Maintain high standards of operation and good housekeeping at all workroom spaces and ensure the safe and efficient use of stock and machinery
- Understand the ENO Health and Safety policy and approved Working Procedures ensuring that work is carried out in accordance with them, reporting any discrepancies to the Head Cutter and Head of Costume
- Carry out any duties relevant to the post as part of a team or independently



## Assistant Cutter

### Person Specification

#### Required:

- Evident training and relevant experience in pattern cutting and costume construction (minimum 3 years), ideally within a workroom environment
- Ability to produce costumes across a broad range of skills from flat work and drapery to tailoring
- Understanding of alterations work and traditional period costume techniques
- Good workload management skills to balance several productions simultaneously
- Effective communication and collaboration skills
- Strong technical craft skills with high attention to detail
- Ability to oversee show team workloads and deputise for the Head Cutter when required
- Flexibility to work evenings and weekends as required
- Ability to mentor and share knowledge with less experienced team members
- Understanding of Health & Safety policies and safe working practices in a workroom environment

## Assistant Cutter

At the ENO, our people play a vital role in helping us create extraordinary encounters with opera and beyond, so it's just as important that we reward people beyond their salary to recognise their contributions.

### Your Wellbeing

- **Annual Leave:** 25 days plus Public Holidays
- **Hybrid and flexible working**
- Eye care vouchers
- Enhanced Company Sick Pay
- Enhanced Family Friendly Leave (including Maternity Leave and Paternity Leave)
- Cycle-to-Work Scheme
- **Employee Assistance Programme (EAP)** through Spectrum.Life:
  - Confidential support available 24/7, 365 days a year for employees, their partners, and dependents (16+)
  - Wellbeing resources including videos, podcasts, and fitness plans on topics such as sleep health, fitness, nutrition, stress management, and more



### Your Professional Development

- Annual Professional Development Review to support your personal and career ambitions and achievements
- Opportunities for Sabbatical leave to invest in your learning, wellbeing and career goals



### Seeing Our Performances

- Complimentary tickets for ENO and selected London Coliseum performances
- Staff rate for ENO performances
- Complimentary tickets to talks, recitals and behind-the-scenes events



### Managing Money

- Salary Sacrifice pension scheme with Natwest Cushon
- Subsidised Staff canteen at the London Coliseum
- Interest-free travel season ticket loans
- Annual pay review
- Discounts across various categories including: Travel, Wellness and Fitness, Electronics, Accessories, Food & Drink and many more through Spectrum.Life



**"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!"**

## Assistant Cutter

### To Apply

Please send the following to [workwithus@eno.org](mailto:workwithus@eno.org):

- CV
- Covering letter (500 words maximum) **or** video (2 minutes maximum) detailing your interest and suitability for the role as well as your interview availability.

Please also submit our anonymous [Equality and Diversity Monitoring Form](#).

We're proud to be a Disability Confident Employer. If you'd like to apply through the Disability Confident Guaranteed Interview Scheme, please mention this in your cover letter and let us know of any reasonable adjustments you may need during the interview process.

#### Application Deadline

Wednesday 25 February 2026

#### 1<sup>st</sup> Interviews

w/c 9 March 2026

#### 2<sup>nd</sup> Interviews

w/c 23 March 2026



## Backstage Secrets to Success

### Read the job description carefully

The job description is your score and every note counts. This will help you understand whether the role is a good fit and what is required, so you can tailor your application effectively.

### Read the application requirements carefully

Before your first act make sure you know your cues and stage directions. Check for any word limits, additional tasks, or submission deadlines.

### Tailor your cover letter

Your cover letter is your aria- your chance to shine. Use this to tell us things that we can't see on your CV for example: why you want to work with us, how our values align with yours, and any transferable skills that make you a great fit for the role.

### Check your application

Before submitting, review spelling and grammar, ensure attachments are included and correctly named, and double-check that your contact details are accurate and up to date. This is not a rehearsal. We repeat, this is not a rehearsal!

### Prepare for your interview

Research the organisation, be ready to discuss experience mentioned on your CV, and think about questions you'd like to ask us. See the interview as a duet where each voice is equally as important.

### Use AI tools mindfully

AI is a brilliant tool that's transforming how we work however, please ensure your application is honest and a true reflection of your experience. You can use AI to check grammar and spelling, improve structure and formatting, research the organisation or rehearse mock interviews but remember when the curtain rises, we want to see the real you in the spotlight.

### Online interviews

If your interview is online, have a technical rehearsal. Check that the link works beforehand and make sure you have a quiet space, a good internet connection with minimal distractions.

### In-person interviews

Confirm who you'll be meeting on the day, check your route in advance, and leave plenty of time in case of travel disruptions. This is your 5-minute call, you have 5 minutes.

### Accessibility

We are an inclusive employer and want to ensure that our process is as accessible as possible. If you have any access requirements, please let us know as soon as possible by emailing us on [workwithus@eno.org](mailto:workwithus@eno.org) so that we can ensure that the stage is ready for your performance.

# Information



## 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 Act1990.

## 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.



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ENGLAND

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