



Wigs, Hair & Makeup Technician
Candidate Pack

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Your journey starts here...



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



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.

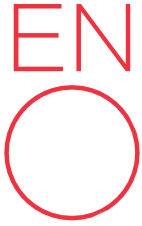
We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

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.**



Wigs, Hair & Makeup Technician

SUMMARY

The Wigs, Hair & Makeup (WHAM) Department forms part of the Technical and Production Department and facilitates Wigs, Hair & Makeup services, to the highest standard, to ENO.

Reporting to the Assistant WHAM Manager, the WHAM Technician will be responsible for the preparation, making, maintaining, and dressing of wigs and/or makeup along with the efficient preparation of Artistes prior to, during and after a performance. The WHAM Technician is scheduled to work in any area and on any activity or task appropriate to their skills and competence (including as part of their individual development programme).

The WHAM Technician will have a good knowledge and experience of wigs, hair and makeup. They will have a “hands-on” approach to the job combining high quality skill in at least three key areas of wig making, wig dressing, makeup, sfx makeup, hairdressing and a good understanding in all these key areas, with an enthusiastic and professional attitude.

The successful candidate will be prepared to undertake training to develop their skills and gain new ones; and will develop a good understanding of the work of other parts of the Technical, Production and other ENO departments.

Contract

Fixed term contract ending on 9 March 2027

Reports to

Assistant Wigs, Hair & Makeup Manager

Salary

£36,717.81 per annum

Location

London Coliseum & other locations as required

Hours

38 hours per week averaged over the contract period

Wigs, Hair & Makeup Technician

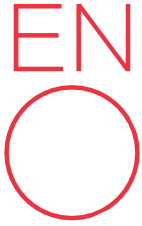
Key Accountabilities

- Working to interpret designs from WHAM Supervisors to dress and maintain all wigs for shows ensuring that a consistently high standard of presentation is achieved within the constraints of the budget and schedule.
- To prepare the Artist's hair prior to applying the wig and to remove at the end of a performance. Applying facial hair and removal. Attaching and removing headdresses and hats.
- To interpret makeup from design briefs and apply it to the Artist.
- To dress, cut, colour and style Artist's own hair and wigs as necessary.
- Work with the WHAM Supervisors to take headwraps/accurate measurements. To create headblocks. To make foundations, mix hair, knot wigs and facial hair, alter and repair wigs.
- Prepare prosthetics, bald caps and apply to the Artist, along with any other special effects makeup and airbrushing. To remove prosthetics, bald caps and any other special effects makeup.
- To maintain high standards of professional craft skills and competence as set by the WHAM Manager.
- To pass on knowledge to less experienced team members, including casual staff, and instruct where necessary via relevant teaching and coaching.
- To maintain high standards of professional conduct and behaviour as set by the WHAM Manager. To demonstrate a high level of confidentiality and dressing room etiquette.
- To organise show running plots and interpret entrance and exit columns, including managing quick changes and maintaining continuity for the Artist, whilst observing the highest level of stage health and safety practices.
- To document and maintain all information relating to assigned wigs, hair and makeup columns for the shows, including detailed makeup charts and plot notes.
- To ensure that all timesheets and other administrative systems of the WHAM Department are completed and maintained in an efficient manner.
- To liaise with other members of the WHAM Department regarding productions or changes ensuring that all relevant information is passed on.
- To take part in the appraisal process.

Wigs, Hair & Makeup Technician

Key Accountabilities cont.

- To undertake training as identified by the WHAM Manager, or the appraisal process, to improve or learn new skills.
- To be proactive in suggesting methods or training needs to improve the skill and/or running of the WHAM Department to the WHAM Supervisors or WHAM Manager.
- To maintain high standards of operation and good housekeeping, maintain and store equipment
- To purchase and collect materials and equipment under the instruction of the WHAM Manager, Assistant WHAM Manager and Senior WHAM Technician.
- To support the WHAM Manager, Assistant WHAM Manager and Senior WHAM Technician as required by taking a lead in the initiation, distribution and undertaking of work within small groups of staff which may include less skilled staff.
- To 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 WHAM Supervisors or WHAM Manager.
- To participate in the provision of a safe working environment, adhering to the Company's Health & Safety policy at all times.
- To report any accidents, near misses or potential hazards to a WHAM Supervisor or the WHAM Manager.
- To assist the WHAM Supervisors and/or WHAM Manager with risk assessments, as necessary.
- To maintain a smart appearance and high level of personal hygiene when dealing with Artists.
- To carry out any duties relevant to the post as part of a team or independently.



Wigs, Hair & Makeup Technician

Person Specification

Required:

- A minimum of 3 years experience working with Wigs, Hair and Makeup in a fast-paced environment on large theatre productions
- Proven ability to make foundations and knot wigs
- Strong wig dressing skills
- A good working knowledge of makeup and its application on all skin tones
- Proven ability of working with all hair textures including preparation for wigs and styling hair for performance
- Hairdressing (cutting and colouring) and barbering skills on all hair types
- Willingness to undergo training as necessary
- Self-reliant with the ability to work independently and as part of a team

Wigs, Hair & Makeup Technician

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!"

Wigs, Hair & Makeup Technician

To Apply

Please send the following to 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 4 February 2026

Interviews & Trade Tests

11, 17 & 19 February 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 so that we can ensure that the stage is ready for your performance.



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.

ENO



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