



Head of Strategic Planning (Maternity Cover)
Candidate Pack



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Your journey starts here...



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, across the city-region of Greater Manchester, 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 the London Coliseum 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.**

We exist to tell the big stories in life through the power of opera, for audiences of all ages and backgrounds.

Working across both London and Greater Manchester to create work at a range of scales – and for multiple contexts and audiences – we will continue to expand and diversify the possibilities for opera in contemporary society, creating a new model for how we create, present and experience opera today.

London

Our annual mainstage season is generous, eclectic and diverse – focusing on daring re-imaginings of core repertoire and championing underrepresented, contemporary works. We are committed to breathing new life into the existing canon, whilst celebrating new and unheard voices and stories through the power of opera.

Greater Manchester

In November 2024, we announced our initial plans for a dynamic programme of work across Greater Manchester, marking the launch of a first wave of collaborative partnerships and projects. Co-production and partnership sit at the heart of our approach, as we work with a diverse range of venues, communities, and organisations to develop creative opportunities and connect with new audiences. Through this growing presence, we are expanding access to opera while supporting creativity, skills development, and wellbeing across the region.

Engagement

While continuing our work in London, our ENO Engage and Talent Development programmes have expanded into Greater Manchester, creating new opportunities for people to develop skills, wellbeing, and creativity through opera. We work with healthcare providers, communities, and individuals to explore how creativity supports physical, mental, and social wellbeing.

National and International

We continue to engage audiences nationally - through television broadcast, online digital content, and our nationwide ENO Engage programmes - and internationally, through our global network of partners for international hires and co-productions.





Head of Strategic Planning (Maternity Cover)

SUMMARY

This role sits within the CEO Office and works closely with colleagues company-wide on the delivery and implementation of English National Opera's strategic planning processes. Together with the Director of Strategy & Partnerships, this role leads on ENO's strategic funding position, with immediate priority for co-developing the submission for the next Arts Council England National Portfolio Organisation application.

The post holder drives the organisation's approach to public funding and policy, shaping high-quality submissions that articulate ENO's artistic ambition, public value and long-term sustainability. Alongside this, the role oversees the delivery of key strategic projects central to the Company's business plan, and strengthens how ENO defines, measures and communicates impact, to ensure that data, insight and narrative are aligned.

The role works closely across the Executive Office, including Strategy, Governance and EA colleagues, to ensure coordinated planning, clear information flow and effective delivery against organisational priorities.

Contract

Fixed-term maternity cover for 12 months

Start date

August 2026

Reports to

Director of Strategy & Partnerships

Salary

£55-60,000 per annum

Location

London Coliseum

Hours

35 hours per week



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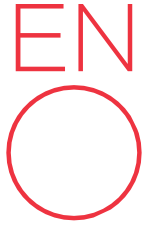
Key Responsibilities

Funding, bid development and NPO process (primary focus)

- With the CEO and the Director of Strategy & Partnerships, lead the development, writing and submission of funding applications, with a primary focus on Arts Council England's NPO application
- Shape compelling funding narratives in partnership with the Executive Team, ensuring alignment between artistic, audience, financial and organisational strategy
- Coordinate inputs from across the organisation into a single, high-quality submission that meets funder expectations
- Own timelines, governance and internal processes associated with funding bids

Impact, reporting and insight

- Lead ENO's approach to evidencing impact for funders, with a focus on clarity, consistency and strategic value
- Lead on monitoring and reporting to Arts Council England for existing funding agreements, including Extension Funding and the Creative Foundations Fund
- Define and consolidate data sources across the organisation to support reporting and funding narratives
- Translate data and insight into clear, compelling storytelling that strengthens funding applications and informs strategic decision-making
- Oversee delivery of all funder reporting requirements, ensuring quality, accuracy and alignment with wider organisational messaging



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Key Responsibilities

Strategic planning and delivery

- Support company-wide strategic planning processes across the ENO Group, including all of ENO's activity in London and Greater Manchester, nationally and internationally
- Coordinate the development and maintenance of strategy and business plans, ensuring alignment across Executive portfolios
- Ensure consistent tracking, reporting and evaluation of strategic priorities, with clear accountability for delivery
- Work closely with the Director of Strategy & Partnerships to implement cross-organisational projects and priorities

Executive planning and performance

- Support the annual planning and evaluation cycle, ensuring priorities, measures and outputs are clearly defined and monitored
- Identify gaps in planning and reporting processes and implement pragmatic improvements
- Prepare high-quality strategic papers, briefings and reports for Executive and Board audiences

Research, consultation and advocacy

- Undertake research and internal consultation to inform funding applications, strategy and advocacy work
- Support the development of policy, advocacy and stakeholder materials that position ENO effectively within the sector
- Ensure all written outputs are clear, consistent and of a high professional standard



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Person Specification

Required:

- Significant experience leading funding applications or bid development within the arts or wider not-for-profit sector
- Strong understanding of Arts Council England processes and the UK public funding landscape
- Good knowledge of annual planning cycles within the context of a large arts organisation
- Exceptional writing, editing and narrative development skills
- Strong analytical capability, with experience using data to inform strategy and storytelling
- Proven ability to coordinate complex work across multiple senior stakeholders
- Highly organised, outcome-focused and able to operate with sound judgement in a fast-moving environment

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
 - Virtual GP & digital physio
 - Wellbeing portal including videos, podcasts, and factsheets on topics such as sleep, diet and exercise



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 Pebble



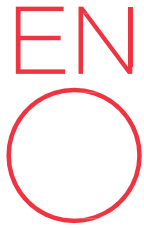
Your Professional Development

- 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



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

Please note that some of these extras vary depending on contract type or duration.



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To Apply

You can apply for this role on our careers site.

We'll ask you for:

- A copy of your CV
- A cover letter

Application Deadline

5pm, Sunday 28 June 2026

1st Interviews

Thursday 2 July 2026 (Online)

2nd Interviews

w/c 6 July 2026 (In-person, London Coliseum)



We're proud to be a Disability Confident Employer. If you'd like to apply through the Disability Confident Guaranteed Interview Scheme or require any reasonable adjustments for the application process, please email workwithus@eno.org

Applications



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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ENGLAND**