



Head of Learning & Participation 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. Working across our creative centres in London and Greater Manchester, we take a fresh, inspiring approach to opera that reflects 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. Across London and Greater Manchester, we develop new artistic ideas, commission and create ambitious new work, nurture talent and help shape the future of opera.

We are a world-class national company recognised internationally for the standard of our work, with creative centres in London and Greater Manchester.

We nurture talent at every stage of the creative journey, supporting artists, creative practitioners, young singers and future creative professionals to develop and build outstanding careers.

We connect people through world-class opera alongside ambitious learning, participation, creative health, artist development and skills programmes that enrich lives and strengthen communities.

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 Greater Manchester, throughout the UK and internationally.

Across both creative centres, we create productions and creative experiences for the widest possible audiences, introducing new audiences to the magic of opera at the London Coliseum, across Greater Manchester, throughout the UK and internationally..

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

Head of Learning & Participation

Summary

ENO Engage delivers an ambitious programme of creative engagement across Greater Manchester and London, working with schools, communities, artists, health partners and cultural organisations to create meaningful opportunities for creativity, learning, participation and wellbeing through opera.

The Head of Learning & Participation is a new role, which will provide strategic leadership for ENO Engage's Learning & Participation portfolio, leading the development, delivery and continuous improvement of programmes that inspire creativity, develop skills and increase access to opera for people of all ages and backgrounds.

The role provides leadership across schools, young people, teacher development, artist development, families and participation programmes, ensuring clear progression pathways for participants while embedding excellence, innovation and evaluation across all activity.

Working closely with the Director of ENO Engage and as a member of the Engage Management Team, the post-holder will shape departmental strategy, oversee programme quality and performance, develop strategic partnerships and ensure the portfolio remains ambitious, inclusive and financially sustainable.



Head of Learning & Participation

ENO Engage

ENO's award-winning learning and participation programme, ENO Engage, takes opera out into the community, working with health trusts, schools, community organisations and partners across the country. Each year, around 100,000 people experience our Engage programmes, in person or online. For more information on ENO Engage: www.eno.org/engage/

Contract

12-month Fixed Term Contract

Reports to

Director of ENO Engage

Salary

Up to £50,000 per annum

Location

Greater Manchester or London, with regular travel between both locations

Hours

35 hours per week, regular evening and weekend work is required





Head of Learning & Participation

Key Responsibilities

Strategic Leadership

- Contribute to the strategic leadership of ENO Engage as a member of the Engage Management Team.
- Lead the strategic development of ENO Engage's Learning & Participation portfolio across Greater Manchester and London
- Contribute to departmental and organisational business planning, ensuring programmes align with ENO's artistic, social and organisational priorities
- Deputise for the Director of ENO Engage where appropriate
- Identify opportunities for innovation, growth and organisational development
- Champion equity, diversity, inclusion and accessibility across all areas of learning and participation

Learning Portfolio Leadership

- Provide strategic leadership across schools, young people, skills and teacher development programmes.
- Lead the development and continuous improvement of flagship programmes including Finish This..., Schools Membership, Discover Opera Days, Teacher CPD and future learning initiatives
- Ensure programmes are inclusive, evidence-led and informed by current practice in arts education and participation

Participation Portfolio Leadership

- Provide strategic leadership across participation, public engagement, family and artist development programmes.
- Lead the development and continuous improvement of the participation and public performance opportunities, recent examples being youth casting, Factory Academy partnership, Perfect Pitch and Greater Manchester Youth Opera Company.
- Ensure programmes are meaningful, inclusive and impact led, meeting best practise.

Head of Learning & Participation

Key Responsibilities

Programme Leadership

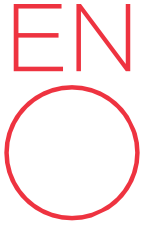
- Ensure programmes maintain high standards of artistic quality, educational value and participant experience.
- Develop coherent progression pathways that support participants, artists, teachers and communities to deepen their engagement with opera.
- Ensure programmes respond to emerging educational priorities, user group needs and sector developments.
- Maintain oversight of programme delivery, ensuring activity is effectively planned, coordinated and evaluated.

Planning, Performance & Evaluation

- Support Programme Managers to develop innovative projects that respond to strategic priorities and audience need
- Embed consistent approaches to evaluation, quality assurance and reflective practice across the portfolio
- Ensure safeguarding, accessibility and participant wellbeing remain central to programme design and delivery
- Lead annual planning across the Learning & Participation portfolio
- Develop portfolio objectives, performance measures and reporting frameworks that demonstrate impact and organisational value
- Monitor programme performance, participation data, evaluation outcomes and financial performance
- Use evidence and insight to inform programme development, strategic decision-making and future investment
- Contribute to departmental reporting, business planning and organisational performance monitoring

Partnerships & External Relations

- Develop and maintain strategic relationships with schools, Music Hubs, universities, local authorities, third sector organisations, cultural partners and other arts institutions.
- Identify opportunities to develop new partnerships that expand ENO Engage's reach and impact.
- Represent ENO Engage externally through meetings, conferences, networks and sector events.
- Position ENO Engage as a leading voice in creative learning and cultural participation nationally.
- Develop partnerships that support research, innovation and long-term programme sustainability.



Head of Learning & Participation

Key Responsibilities

Funding & Sustainability

- Identify opportunities for income generation, fundraising and strategic investment
- Contribute to funding applications, partnership proposals and business cases
- Work closely with Development colleagues to demonstrate programme impact and organisational value
- Ensure robust evaluation and evidence supports future funding and strategic planning
- Contribute to the long-term sustainability and growth of ENO Engage's Learning & Participation portfolio

Financial Management

- Lead the financial planning and oversight of Learning & Participation budgets
- Monitor expenditure and forecasts, ensuring resources are used effectively and responsibly
- Work closely with Finance colleagues to ensure accurate reporting and financial management
- Support Programme Managers to manage programme budgets and financial planning effectively

Team Leadership

- Provide leadership, management and support to Programme Managers and Coordinators
- Foster a collaborative, inclusive and high-performing team culture
- Lead recruitment, induction, performance management and professional development
- Support colleagues to develop leadership skills, confidence and ownership across their programmes
- Promote continuous learning, innovation and reflective practice throughout the team



Head of Learning & Participation

Key Responsibilities

Cross-Organisational Working

- Work collaboratively with Artistic, Production, Development, Marketing, Communications, Finance and HR colleagues to ensure programmes are effectively planned and delivered
- Contribute to organisation-wide planning, reporting and cross-departmental initiatives
- Strengthen collaboration between ENO Engage and the wider organisation
- Ensure Learning & Participation activity contributes to ENO's wider artistic, audience development and social impact ambitions

Other Duties

The post-holder will play an active role in the wider work of ENO Engage and undertake other duties appropriate to the role, including:

- Contributing to the strategic development of ENO Engage
- Supporting organisational planning and reporting
- Representing ENO Engage within internal and external working groups
- Maintaining awareness of developments in learning, participation, education and the wider cultural sector
- Undertaking any other duties commensurate with the seniority of the role

Head of Learning & Participation

Person Specification

Required:

- Leadership experience within learning, participation, education or community engagement
- Experience leading complex programmes and multidisciplinary teams
- Experience developing organisational strategy and translating this into successful programme delivery
- Strong understanding of creative learning, participation and audience engagement practice
- Experience managing significant budgets and financial planning
- Experience developing strategic partnerships across education, cultural and community sectors
- Experience securing funding or contributing to successful fundraising initiatives
- Strong understanding of evaluation, impact measurement and evidence-based programme development
- Excellent communication, influencing and stakeholder management skills
- Ability to lead organisational change and inspire high-performing teams
- Strong planning, organisational and decision-making skills
- Commitment to equity, diversity, inclusion, safeguarding and accessibility
- Hold a valid Enhanced DBS check or be prepared to complete an Enhanced DBS screening process if appointed

Desirable:

- Knowledge of education policy and cultural learning strategy
- An established network across education, arts and cultural sectors
- Experience working across multiple regions or large-scale partnership programmes
- Experience contributing to organisational transformation or service improvement
- Understanding of opera, music or performing arts practice

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



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
- 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



"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.

Head of Learning & Participation

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

Due to the high volume of applications we receive, we are only able to provide feedback to those applicants who reach the interview stage.

Please note that all applicants must have the right to work in the UK and the successful candidate will require a DBS check.

Application Deadline

5pm, Wednesday 29 July 2026

1st Interviews

Thursday 6 August 2026 (online)

2nd Interviews

w/c 10 August 2026



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

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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Supported using public funding by
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