



Driver 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.

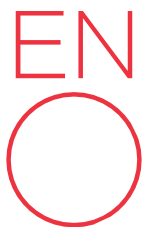
We nurture talent at every stage of the creative journey, supporting artists, creative practitioners, young singers and future creative professionals to develop and build outstanding careers.

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.



Driver

Summary

The Driver plays a vital role within the Transport Department, providing safe, reliable and efficient transport services to English National Opera (ENO), ENO Engage, and associated visiting and hiring companies. The postholder is responsible for the transportation, loading, unloading, storage and handling of equipment, sets and materials, ensuring that all activities are carried out safely, securely and in compliance with legal and organisational requirements.

Contract

Fixed term contract ending on 2 April 2027

Reports to

Transport, Logistics & Stores Manager

Salary

£30,784 per annum pro rata

Location

Stonelake Industrial Park & other locations as required

Hours

40 hours per week



Driver

Key Responsibilities

- Safely drive company vehicles as required, ensuring compliance with all relevant road traffic legislation, Department for Transport regulations, and ENO policies and procedures
- Load, unload, transport and store equipment, materials, scenery and other items, ensuring safe handling and security at all times
- Support the delivery of transport, logistics and operational services for ENO, ENO Engage, visiting companies and hire clients
- Maintain high standards of customer service and professionalism when dealing with internal and external stakeholders
- Contribute to a safe working environment by adhering to the Company's Health & Safety policies, safe systems of work and risk management procedures
- Report operational issues, incidents, vehicle defects, damage or concerns promptly to the Transport, Logistics & Stores Manager or their deputy
- Ensure all fleet vehicles are kept roadworthy, clean and serviceable, carrying out routine inspections and reporting defects immediately
- Complete daily vehicle safety and roadworthiness checks before commencing any journey
- Maintain accurate and up-to-date driving records, including weekly logbooks, in accordance with UK Domestic Driving Hours regulations and any applicable transport legislation
- Drive vehicles up to 3.5 tonnes GVW and tow trailers up to the Maximum Authorised Mass permitted for the vehicle
- Drive vehicles up to 7.5 tonnes GVW where licensed and authorised to do so, maintaining any required Driver Certificate of Professional Competence (Driver CPC/DQC) qualifications
- Plan routes and schedules effectively to ensure the timely and efficient delivery and collection of goods and equipment
- Communicate effectively with colleagues, customers and suppliers, providing updates and reporting issues via telephone, email or other agreed communication methods
- Assist with basic vehicle care, maintenance coordination and other transport-related operational activities as required
- Support the wider Transport, Logistics & Stores team with additional duties appropriate to the role and level of responsibility

Driver

Person Specification:

Required:

- Full, clean UK driving licence
- Experience of driving commercial vehicles and transporting goods safely and efficiently
- Experience of loading, unloading and handling equipment or materials in a safe and secure manner
- Good understanding of road safety, driving legislation and vehicle compliance requirements
- Knowledge of Health & Safety principles and safe working practices
- Ability to carry out daily vehicle checks and identify/report defects
- Experience of maintaining accurate records, including driving logs and vehicle documentation
- Strong organisational skills with the ability to plan routes and manage time effectively
- Good communication skills, both verbal and written
- Ability to provide excellent customer service to a range of internal and external stakeholders
- Reliable, flexible and able to respond to changing operational requirements
- Physically capable of undertaking manual handling activities associated with loading, unloading and moving equipment
- Knowledge of basic vehicle maintenance

Desirable:

- HGV driving licence (Category C1 or above)
- Current Driver Certificate of Professional Competence (Driver CPC/DQC Card)
- Experience of working within a transport, logistics, warehouse or operational environment
- Experience of supporting events, productions, touring companies or the arts and entertainment sector

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 Pebble:
 - 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 Flys - every day is different and exciting!"

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

Driver

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 individual feedback to those candidates that reach interview stage.

All applicants must be over the age of 18, have a full UK driving license and have the right to work in the UK.

Application Deadline

5pm, 13 September 2026

Interviews

w/c 21 September 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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