



Production Carpenter 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.

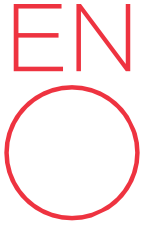
We create our productions for the widest possible audiences and aim to introduce completely new audiences to the magic of opera whether at the London Coliseum, outside of our theatrical home or internationally.

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.



Production Carpenter

Summary

The Production Carpenter is responsible for all aspects of scenic construction across productions and projects, including fit-ups, rehearsals, performances, and changeovers. The role involves supervising technicians and collaborating closely with Senior Stage Technicians to plan, coordinate, and deliver scenic builds and technical changeovers. The Production Carpenter takes ownership of construction activities, ensuring work is completed safely, efficiently, and to the required artistic and technical standards.

Contract Dates

ASAP -27/12/2026 & 25/01/2027-21/03/2027

Please note that candidates must be available for all dates to apply.

Reports to

Head of Stage

Salary

£937.20 per week

Location

London Coliseum

Hours

44 hours per week averaged across the contract



Production Carpenter

Key Responsibilities

- Assist in all aspects of scenic construction effectively and safely during fit-ups, rehearsals, performances, get-outs and maintenance periods.
- Participate in the planning of construction requirements from the initial white card model through to production and performance periods, as allocated by the Production Managers, Head of Stage and Senior Production Carpenter.
- Liaise with Production and Flys departments to determine flying and rigging requirements.
- Liaise with the Senior Production Carpenter and Production Management to ensure production related information is compiled, acted upon and distributed to the appropriate personnel.
- Liaise with production departments, drawing office and external contractors in determining appropriate build methods.
- Assist with the construction of production-related scenery in rehearsal rooms, workshops, storage areas and other ENO spaces and venues as required.
- In conjunction with the Senior Production Carpenter Production Management, ensure the correct provision of tools / fixings / standard stage equipment for any build.
- Monitor stock levels of stage equipment and fixings and notify the Senior Production Carpenter when replenishment is required. Attend and contribute to department, production and other meetings as required, passing on information and communicating with others as appropriate.
- Participate in the full range of Stage Technician duties when required, including setting and striking of scenery on stage, setting and striking prop items, loading/unloading scenic equipment. This may include working in all ENO venues and other ENO spaces as required.
- Supervise activity such as fit-ups, get-outs and changeovers on the Stage and storage areas when required to do so; on occasion, supervise productions from the initial fit-up or part way through the performance run.
- Champion and embed ENO's values in day-to-day practice, supporting an inclusive, respectful, and collaborative working environment across all departments.
- Carry out additional responsibilities as required to support departmental and organisational objectives.

Production Carpenter

Person Specification

Required

- Previous professional, large-scale theatre experience at a senior level in a stage capacity and an excellent understanding of stagecraft and theatre practice.
- Excellent knowledge and understanding of current scenic construction practice and scenic equipment.
- Excellent knowledge and practical experience of safe working practices within a theatrical environment.
- Working knowledge of Health & Safety legislation including LOLER and PUWER with the ability to carry out effective risk assessments, method statements
- The ability to read and interpret ground and stage plans using CAD and other software.
- The ability to work at height, use stage-related access equipment and PPE.
- The ability to work as part of a team and independently, under minimum supervision.
- A proactive, flexible, collaborative and conscientious approach to work with an open mind to new or different ways of working.
- Good punctuality and the ability to set an example to others, always exhibiting a professional attitude.
- Excellent organisational skills, with the ability to work well under pressure.
- The ability to communicate effectively and sensitively with colleagues and staff at all levels.
- Supervisory and team leadership skills.

Desirable

- Industry-recognised certificates in rigging, stagecraft and Health & Safety.
- The ability to working at height using harnesses and work positioning equipment.
- Excellent IT skills.
- Touring Experience.

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 Flys - every day is different and exciting!"

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

Production Carpenter

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.

Application Deadline

5pm, Sunday 27 September 2026

Interviews

30 September- 2 October 2026, 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

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
**ARTS COUNCIL
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