

HALLÉ CONCERTS SOCIETY
TUTTI 1st AND 2nd VIOLIN
(AUDITIONS AND REQUIREMENTS COMBINED)
Recruitment information pack



Hallé Concerts Society
The Bridgewater Hall
Manchester M1 5HA
www.halle.co.uk/

BACKGROUND

The Hallé, numbered amongst the world's top symphonic ensembles, continues to seek ways to enhance and refresh what it undertakes, with aspirations to provide leadership through performance standards, education, understanding and training. 2020 saw the Hallé embarking on its very first digital season. During its 164-year history, the organisation has weathered many storms – from two world wars to financial crises, volcanic ash clouds and now a global pandemic – and not being allowed to work and make music with immediate effect in March 2020 was truly devastating for its passionate players and staff. To be able to return to the stages of The Bridgewater Hall and Hallé St Peter's to once again make music for loyal and supportive audiences has the feeling of a true renaissance.

Founded by Sir Charles Hallé in Manchester, the Hallé gave its first concert in the city's Free Trade Hall on 30 January 1858. Following the death of Sir Charles, the orchestra continued to develop under the guidance of such distinguished figures as Dr Hans Richter, Sir Hamilton Harty, Sir John Barbirolli and Sir Mark Elder.

Over a quarter of a million people heard the Hallé live in the year up to April 2020 and more than 65,000 of those were inspired by the Hallé's pioneering education programme, Hallé Connect. Working across the whole community – from schools to universities, care homes to prisons – to bring music in its broadest terms to those who may not attend the concert hall, the programme releases creativity and raises aspirations through very accessible and practical projects.

The Hallé's family of Ensembles welcomes almost 700 local people aged 8 upwards to work with inspirational leaders on a weekly basis. The Youth Orchestra and Youth Choir offer talented young musicians aged 13-19 years the opportunity to work at the highest level with professional musicians, and meet like-minded young people who share their passion for music and performing.

DIVERSITY, INCLUSIVITY AND RELEVANCE

The Hallé Concerts Society is embedded in its city and aims to reflect the great diversity of Greater Manchester in all areas of its work: musicians, staff, Board participants and audiences.

Our ambition is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result. We're committed to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

But simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences, and recognise the importance of teams reflecting the activities and communities they serve.

We operate an Equal Opportunities Recruitment Policy and welcome applications from all sections of the community. We would particularly welcome applications from applicants who identify as disabled, D/deaf, and/or neurodivergent who can bring their own lived experience to this role. The Hallé will provide support to ensure that you feel comfortable stepping into the organisation, the type of which may be new or unfamiliar to you, so that you can feel your best self at work. Mentoring or training will be provided during the induction period, if required.

THE ORCHESTRA

The Hallé was founded by the pianist and conductor Charles Hallé, and gave its first concert in Manchester's Free Trade Hall in 1858. The Hallé has a permanent contract strength of 80 players (though regularly plays at 90+), and gives around 75 concerts each year in its home, The Bridgewater Hall, some of which are repeated programmes. The Hallé also performs approximately 50 other concerts outside Manchester in venues throughout the UK and overseas. The Hallé has numerous

associated ensembles including the Hallé Choir, Youth Orchestra, Youth Choir, Youth Training Choir and Children's' Choir.

ASSOCIATED ARTISTS

Music Director, Sir Mark Elder, only the ninth Principal Conductor in the Hallé's long history, is in his twenty first season with the orchestra and conducts around 20% of the Hallé's programmes. Delyana Lazarova is our current Assistant Conductor and works closely with Sir Mark Elder and takes direct responsibility for the Hallé Youth Orchestra. Paul Barritt is the Permanent Guest Leader. More information on all our Associated Artists can be found by following this link: www.halle.co.uk/the-halle-family/associate-artists/

THE POST – TUTTI 1ST VIOLIN

As a Tutti 1st Violin and as part of the rotation you will be expected to sit up as No.6 as and when required, and occasionally No.5. There are 14 contract 1st Violins and positions 1-6 are numbered.

The permanent string strength of the orchestra is currently 14 / 12 / 10 / 8 / 6 and these numbers are increased for relevant concerts using freelance players.

The Orchestra's contract guarantees a minimum of 430 sessions or calls in a year. A session will be not more than 3 hours and often less (e.g. a concert which are normally 2 hours). This is also the maximum that you will be required to undertake without your agreement and additional pay. There are checks and balances in place to prevent overwork such as a maximum number of sessions in a day (2), a week (12) and a free day structure which equates to 2 days a week free plus statutory holidays etc. Up to 10% of sessions may be taken off, without pay, by agreement with the Concerts Director. The Orchestra break for 5 weeks paid holiday in the summer, usually in one period.

THE POST – TUTTI 2ND VIOLIN

As a Tutti 2nd Violin and as part of the rotation you will be expected to sit up as No.4 as and when required, and occasionally No.3. There are 12 contract 2nd Violins and positions 1-4 are numbered.

The permanent string strength of the orchestra is currently 14 / 12 / 10 / 8 / 6 and these numbers are increased for relevant concerts using freelance players.

The Orchestra's contract guarantees a minimum of 430 sessions or calls in a year. A session will be not more than 3 hours and often less (e.g. a concert which are normally 2 hours). This is also the maximum that you will be required to undertake without your agreement and additional pay. There are checks and balances in place to prevent overwork such as a maximum number of sessions in a day (2), a week (12) and a free day structure which equates to 2 days a week free plus statutory holidays etc. Up to 10% of sessions may be taken off, without pay, by agreement with the Concerts Director. The Orchestra break for 5 weeks paid holiday in the summer, usually in one period.

SALARY – TUTTI 1ST VIOLIN

The salary for this position is £32,435 per annum. The Hallé also insures members of the Orchestra's instruments.

SALARY – TUTTI 2ND VIOLIN

The salary for this position is £32,435 per annum. The Hallé also insures members of the Orchestra's instruments.

BENEFITS

SICKNESS PAYMENTS/HEALTH INSURANCE/LIFE ASSURANCE

Payments for absence due to sickness will be made in accordance with the Society's sickness policy arrangements. In addition, the Society's employees are able to join generous permanent health insurance and life assurance scheme. Further details are available on request.

PENSION ARRANGEMENTS

The Society currently has a contributory pension scheme details of which can be provided to shortlisted candidates.

OTHER BENEFITS

- Complimentary staff tickets to Halle concerts (subject to availability)
- Support for physiotherapy treatment
- Cycle to Work scheme
- Employee Assistance Programme, providing advice and support to employees and their families

THE RECRUITMENT PROCESS

RIGHT TO WORK

The post is contingent upon the candidate providing satisfactory evidence of an entitlement to work in the UK.

APPLICATION FORMS AND AUDITIONS

The administrative arrangements in respect of this appointment are being undertaken by Assistant Orchestra Manager, to whom completed applications should be returned by 12pm Friday 19 August 2022.

Auditions will take place on 26, 29 and 30 September 2022 at Hallé St Peter's, Manchester M4 6BF.

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All applicants, wherever possible, will be given an audition. We may be unable to offer auditions to all players who apply and, if this is the case, players' CVs, including references, and past professional experience will be taken into account.

Following a successful audition, applicants will be invited to play in the Orchestra on a trial basis for rehearsals and concerts. This may be for more than one period of work. The successful candidate will, at some stage, have played under the direction of Sir Mark Elder. Some players may also be recruited for trial periods with the Orchestra without audition; however, in such circumstances, they will still be required to give an audition at some point in the selection process (probably during or following one of the trial periods).

FURTHER INFORMATION

For further information or to clarify any points relating to this appointment, please contact:

Jenny Espin (Assistant Orchestra Manager) jenny.espin@halle.co.uk / 07949 387313

- Directly responsible for dealing with your application and trial period etc.

Chris Lewis (Orchestra Manager) chris.lewis@halle.co.uk / 07702 685277

- For information on the application process and auditions etc.

Stuart Kempster (Concert Director) stuart.kempster@halle.co.uk / 0161 237 7000

- For information on trial periods e.g. date, fees, etc. Stuart as head of department will give any information you require at the later stages of recruitment.

HOW TO APPLY

The auditions and requirements for the Tutti 1st Violin and Tutti 2nd Violin positions have been merged. Please make sure to indicate in your email when sending in your Application and Equal Opportunities Forms whether you are applying for just one or both of these positions.

Download the application form and Equal Opportunities form from our website, www.halle.co.uk/

Complete and submit them via email to: jenny.espin@halle.co.uk