



## Affiliate Recruitment: Key Information for all Roles

The information contained in this document is available in standard print, as an audio recording and BSL video at

<https://www.formidability.org/work-with-us>

If you require another alternative format, access support to apply, or have any other questions, please email us at [recruitment@formidability.org](mailto:recruitment@formidability.org).

All links included in this document can also be found on the [Work With Us](#) page on formidAbility's website.

## About formidAbility

formidAbility is a disability-led, female-led and artist-led professional opera company based in Birmingham. We are breaking new ground in accessibility and inclusion in opera for those with disabilities, both onstage and off. We produce and support opera that places accessibility at the heart of the creative process, rather than adding it as an afterthought.



We believe accessibility and inclusion to be tremendously powerful and under-utilised creative tools which can inspire all performers; and that more diverse artistic teams benefit the creative and performance processes.

We collaborate with the world's foremost artists working for or with disability, because we believe that audiences miss out on a world of great art when artists, creators and performers with disabilities are missing from professional performance spaces.

Our vision is a sector where it is normal to see disabled people working alongside nondisabled colleagues in all areas of our industry; and where disabled audiences feel welcome and included at all performances.

We are proud to have been nominated for the 2025 National Diversity Awards.

Please explore our [website](#) to find out more about our work and the people and organisations that support us.



## This Project: Creation of formidAbility's Affiliate Pool and professional development pilot with creative research & development

This project is supported using public funding by the National Lottery through Arts Council England. We are running an open recruitment process to create formidAbility's new Affiliate Pool of opera singers, BSL-fluent actors, producers, access coordinators and stage managers. We want to get to know more of the outstanding professionals in the fields of opera, theatre and disability-led arts, and bring together a group of disabled and nondisabled affiliates who will be our first port of call when we recruit and cast for future productions, outreach and advocacy work. We will also pilot a 4-day workshop combining professional development with creative research & development.

Being an organisation reliant on project funding presents challenges with casting openly for roles. The creation of our new Affiliate Pool is our way of addressing this. We want to ensure that we are recruiting openly and fairly as part of our key aim to improve equality to the opera industry.

Affiliate Pool roles are engaged on a freelance basis. We budget to pay fees at least in line with ITC / Equity / MU rates.



## Equal Opportunities

formidAbility is committed to equal opportunities in employment and aims to create an environment that is free from all forms of discrimination and that values diversity. No person seeking work with formidAbility will receive less favourable treatment or be disadvantaged on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. formidAbility is committed to having a workforce that is representative of the communities we operate in and all applicants are treated equally and fairly throughout the recruitment and selection process.

## The roles and how to apply:

### **Access Coordinator**

[Standard print PDF of Access Coordinator Job Description](#)

[Large print PDF of Access Coordinator Job Description](#)

[Audio version of Access Coordinator Job Description](#)

[BSL video of Access Coordinator Job Description](#)

[Access Coordinator Application Form \(Google Form\)](#)

### **Assistant Producer**

[Standard print PDF of Assistant Producer Job Description](#)



[Large print PDF of Assistant Producer Job Description](#)

[Audio version of Assistant Producer Job Description](#)

[BSL video of Assistant Producer Job Description](#)

[Assistant Producer Application Form \(Google Form\)](#)

## **BSL-fluent Actor**

[Standard print PDF of BSL-fluent Actor Job Description](#)

[Large print PDF of BSL-fluent Actor Job Description](#)

[BSL video of BSL-fluent Actor Job Description](#)

[BSL-fluent Actor Application Form \(Google Form\)](#)

## **Opera Singer**

[Standard print PDF of Opera Singer Job Description](#)

[Large print PDF of Opera Singer Job Description](#)

[Audio version of Opera Singer Job Description](#)

[Opera Singer Application Form \(Google Form\)](#)

## **Stage Manager**

[Standard print PDF of Stage Manager Job Description](#)

[Large print PDF of Stage Manager Job Description](#)

[Audio version of Stage Manager Job Description](#)

[BSL video of Stage Manager Job Description](#)

[Stage Manager Application Form \(Google Form\)](#)



## **Deadline to apply for all roles: 10am, Friday 30 May 2025**

Please see individual job descriptions for key dates for each role.

### **Access**

If you require any access support to apply, please email our recruitment coordinator at [recruitment@formidability.org](mailto:recruitment@formidability.org).

formidAbility is committed to removing workplace barriers wherever possible. We will discuss any interview, audition and work-related access requirements with applicants and agree how we can best support them.

### **formidAbility is a Disability Confident Committed (Level 1) Employer.**

Subject to capacity, we will offer an interview/audition to anyone applying under the Disability Confident scheme who meets our minimum requirements. We will reserve 50% of interview / audition slots for Disability Confident applicants. If we receive more Disability Confident applicants than we have capacity to interview / audition, we will offer interviews / auditions to those whose experience and skills would be the best fit for our current and / or future planned work.



## Safeguarding

FormidAbility acknowledges its responsibility to prevent all forms of abuse and to have clear and robust measures in place to minimise the risk and deal with any incidents.

Safeguarding is the responsibility of everyone. We will work together to prevent and minimise abuse.

We see safeguarding as a broad duty of care to each other, and will ensure that all safeguarding matters and processes are informed by care, respect, and kindness.

[Read formidAbility's safeguarding policy here.](#)

We are proud to support the ISM-MU [Code of Practice](#).

**DBS checks at an appropriate level will be undertaken for all roles that involve working with children or vulnerable adults.**



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