



# Opera Singer: Affiliate Pool

## Job Description

### Background

For background on formidAbility and this project, please go to

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

Here you will find the Key Project Information in the following formats:

- PDF
- Audio file
- BSL

### The role

Through this recruitment drive, formidAbility aims to create an Affiliate Pool of disabled and non disabled artists who align with our vision and artistic aims. We want to discover your talents and get to know you through this drive, and then aim to best match your skills to potential future engagements with our company.

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 casting openly and fairly as part of our key aim to improve equality to the opera industry. Our new Affiliate Pool will be first port of call for future projects. We can offer a small amount of immediate paid induction work for the successful applicants; a small subset of Affiliates will join a 4-day professional development pilot with creative research & development. We hope to roll this professional development out to all Affiliates at a later date, alongside other project work.

All successful Affiliate Pool applicants will be engaged for an initial short-term programme of paid time to attend:

- an online induction programme including group onboarding meeting and webinar on Access to Work for the arts
- an online one-to-one meeting with our Access Coordinator to create your own Access Rider

A small subset of the successful Affiliates will be invited to join a paid professional development pilot with creative research & development taking place in Birmingham in August.

Opera singers in our Affiliate Pool will be considered first for formidAbility's future creative projects. By being part of our Affiliate Pool, potential future paid work may include:

- Performing roles in public performances of staged, semi-staged and concert public performances of new and/or core repertoire
- Taking part in the research and development phase of new productions and / or new operatic works
- Taking part in professional development / training related to specific artistic projects
- Developing and leading community and / or educational workshops linked to our public performances

## The Person

We are looking for a mix of disabled and nondisabled professional opera singers of all voice types who are equally at home in contemporary and core operatic repertoire. We are looking for adventurous artists who are open to working in new ways and who share our vision of an inclusive opera sector where everyone feels welcome.

We are looking for professional opera singers who

- Completed their formal vocal studies at least 3 years ago
- Are interested in working in disability-led arts
- Are committed to equality and access
- Have experience leading educational and / or community workshops
- Have a right to work in the UK

In line with our primary artistic mission, we want all of our workforce to reflect the diversity and inclusion we work so hard to present onstage. We welcome applications from people from communities currently underrepresented in the opera industry, especially those identifying as Deaf or disabled, LGBTQIA+ people, and people from the Global Majority.

We are particularly keen to hear from Birmingham and Midlands-based opera singers, but welcome applications from singers based across the UK.

## Fees

All successful Affiliates:

- online onboarding and induction: £30 per hour
- meeting with our Access Co-ordinator: £30 per hour

Some successful Affiliates will take part in our professional development pilot with creative research & development:

- Four days in person work in Birmingham, 26-29 August 2025, Royal Birmingham Conservatoire
- £200 per day plus travel, accommodation and subsistence

At this stage, there is no guarantee of future project work, however formidAbility has a good track record of securing funding to make ambitious creative projects happen. We budget to pay fees at least in line with ITC / Equity / MU rates.

## Key dates:

- 30 May: Deadline for Affiliate Pool applications
- 25-27 June: Opera singer auditions (CBSO Centre, Birmingham, in-person). An accompanist will be provided, but feel free to bring your own if you prefer.
- 18 July: Online Affiliate Pool onboarding and induction day - online
- 11-25 July: Individual meetings between Affiliates and Access Coordinator (to be arranged according to availability)
- For some Affiliates: 26-29 August 2025: Professional development pilot with creative research & development (Royal Birmingham Conservatoire, in-person)

## How to apply

[Please apply via this Google form](#). As part of the form you'll be asked to attach:

- An anonymous one page cover letter or voice/audio recording explaining why you are suited to working with formidAbility and outlining your relevant singing and creative experience
- An anonymous CV including your education, work experience, creative training and location
- One anonymous audio recording of an opera aria (we understand that recording qualities will vary and don't expect you to record something new)

Important: To ensure best hiring practice and to remove any hidden biases, please do not include your name or a headshot / production shot image on any of your application documents or recording file name. Please do not send video recordings.

**Please ensure all written submissions are in at least 16 point Sans Serif font, with 1.5 spacing, and laid out in an accessible format and clear for reading with a visual impairment.**

Deadline: 10am on Friday 30th May 2025

Auditions: 25th - 27th June 2025 at CBSO Centre, Berkley Street, Birmingham, B1 2LF

## 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 audition to anyone applying under the Disability Confident scheme who meets our minimum requirements. We will reserve 50% of audition slots for Disability Confident applicants. If we receive more Disability Confident applicants than we have capacity to audition, we will offer auditions to those whose experience and skills would be the best fit for the artistic 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.**

Thank you for your interest in working with us - we look forward to receiving your application!



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