

# MUSIC. THEATRE. WALES.

**Music. Theatre. Wales. are recruiting!**

## **2 TRAINEE ROLES FOR EMERGING ARTISTS LIVING IN RHONDDA CYNON TAF**

Are you an emerging artist, living in RCT, who is looking to develop skills and experience in working with young people, including young people with autism, learning disabilities or who are neurodivergent?

Do you want to collaborate with and learn from the young people and a highly skilled professional team of creative facilitators to create a unique digital opera that will be shown as a Music Theatre Wales production, challenging the very concept of what an opera is and who can make an opera?

MTW are offering two trainee positions on a freelance basis as part of our Future Directions programme in RCT. The aim of Future Directions is to support a young company to create a new Digital Opera which will be shown at a live premiere at the Parc and Dare in September 2025. It will then be presented online as a Music Theatre Wales production. For more information about Future Directions and to watch our previous Digital Operas - Perthyn and The Things That Go Unnoticed see [Future Directions | Music Theatre Wales](#)

We are looking for individuals over 18 who have an interest and enthusiasm in learning more about creating new musical storytelling within a neurodivergent group of young people and professionals.

We will consider applications for the following roles:

**Drama Trainee** – working alongside Project Facilitator, Director and Dramaturg Jain Boon to support the young company to develop their own story, devising the text and movement and collaborating with the rest of the team to make a digital opera

**Music Trainee** – working with composer [Tom Elstob](#) to support the young company to create the music for the digital opera

**Filmmaker Trainee** – working with filmmakers [Redbrck](#) to support the young in the creation of the digital opera, filming it and editing it

Each Trainee will be paid a **fee of £1,000** (plus reasonable pre-agreed expenses) to take part.

### **Company Background**

MTW has been a force for change and development in opera in the UK, creating transformational opportunities for artists and audiences to create and access contemporary opera, often for the first time. We have worked with many of the most acclaimed composers of our time, we have created 53 live productions, including 23 world premieres, and in 2021 we set off on a new journey, asking what is it that opera needs to do NOW to play a vital role in contemporary life.

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With a history of creating innovative work, we have applied this thinking to ourselves – asking what value can we bring to society as makers of new opera? Our answer is to re-imagine what opera is and create work that truly reflects Wales and the UK as it now is. We will achieve this by asking the very artists who have been ignored or excluded from opera to bring their skills, vision, stories and music to a form which is crying out for a new direction and a new audience. We aim to bring opera back in touch with more people and more communities.

Music Theatre Wales is re-imagining opera.

We are asking What is Opera? Who is making it? and Who is it for?

## **Future Directions**

A young people's programme which brings together neurotypical and neurodivergent, learning disabled and autistic people age 16 – 25 to create a digital opera that gives voice to who they are. The young people's work is made in collaboration with music, theatre, opera and film professionals and presented as a Music Theatre Wales production.

Young people are the future, and we want to inspire them to explore how opera can extend their creativity and strengthen their sense of personal identity and give them a voice in the world. At the same time, the work of the Young Company will help develop MTW's own approach to making new work.

Working in collaboration with professional artists (the "creative team" of director/dramaturg, composer, singer and film-maker), the young, neurodiverse group of people devise and make a new opera, exploring their ideas and learning from and inspiring each other and the supporting artists. The work created is presented as a Music Theatre Wales production, extending the range of our work, developing new ways of working for the company and connecting with audiences who might not have considered opera as something that could be relevant to their lives.

The project is delivered in partnership with Hijinx Theatre and is led creatively by Project Facilitator Jain Boon. In 2024-2025, the project will take place in and around the RCT area and is supported by RCT County Borough Council (specifically the Council's Arts and Music services).

## **Brief: Trainees – Future Directions (RCT)**

Each trainee will shadow, assist and learn from the creative facilitator they apply to train under. Further support will be provided by the Future Direction's Project Manager, Emma Edwards, and MTW core staff Michael McCarthy (Director) and Kathryn Joyce (General Manager).

The trainees will be required to attend:

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- Creative residency 1 – Monday 24 to Wednesday 26 February 2025
- In-person touch base day – Friday 25 April 2025
- Creative residency 2 – Tuesday 27 to Thursday 29 May 2025

All of the above “live” sessions will take place in Stwdio 1, Parc and Dare Theatre, Treorchy

There will also be a limited number of online creative sessions between the residencies, and the trainees will also be asked to attend one online planning session in advance of the first residency. Trainees will also be expected to take part in MTW’s project evaluation process, and attend a short one-to-one meeting online following completion of the contract to feedback on their experiences of being part of the Future Directions project.

An enhanced DBS check will be completed and paid for by the MTW. Safeguarding training will be provided and paid for by MTW and must be completed in advance of the first creative residency.

## EDI and Safeguarding

At Music Theatre Wales we are committed to achieving greater equality as an organisation and as an employer, and we aim to ensure that no one receives less favourable treatment as a consequence of having a protected characteristic. We believe that this is a matter of social justice and human rights, and that quotas don’t help to effect change unless cultures change within organisations. Change is happening throughout our organisation – in the work we make and the people who make it; the people we reach; the board of trustees and our staff.

Safeguarding is always our priority and The welfare of all people is paramount in all the work we do and in all the decisions we take. Working in partnership with children, young people, adults at risk, their parents, carers and other agencies is essential in promoting everyone’s welfare. No-one should ever experience abuse of any kind, and we have a responsibility to promote the welfare of all people - to keep them safe and supported, and to practise and create in a way that protects them – and our safeguarding policy applies to **anyone** working on behalf of MTW.

You can read our EDI and Safeguarding policies here: [Policies | Music Theatre Wales](#)

## Terms

Line Manager:	Kathryn Joyce, General Manager (although on-site reporting lines will be via the Trainee’s respective creative facilitator)
Contract:	Freelance contract between February and May 2025
Hours:	Flexible and part-time, up to approximately 10 days over the contract period.
Based at:	Parc and Dare Theatre, Treorchy and online

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Fee / benefits: £1,000

Reasonable and pre-agreed expenses will be reimbursed – these will be discussed and agreed based on the trainees home base / working location.

MTW offers an Employee Assistance Programme via Health Assured which provides health and wellbeing support for anyone working for MTW on either a permanent, freelance or volunteer basis.

MTW is committed to supporting ongoing professional development and will work closely with the postholder to ensure that their needs in this area are met. Recognised safeguarding training will be provided and paid for as part of the role.

## How To Apply

To apply, please send us a short statement that includes:

- The traineeship you are applying for (Music, Drama or Filmmaker)
- A little bit about you and your experience to date
- Your creative ambitions and what you hope this opportunity might bring

Applications can be submitted in writing or by video and sent to [kathryn@musictheatre.wales](mailto:kathryn@musictheatre.wales)

Please also complete our Equal Opportunities Monitoring Form online [here](#). Please confirm in your email or video that you have completed this form.

Closing date: Friday 13 December 2024, 12 noon

Informal interviews: w/c 16 December 2024

Decisions: 23 December 2024

## Diversity, Equality & Access

If you would like to submit your application in a different format, we would be happy to accommodate this. To discuss this, or to chat through any additional access or inclusion requirements or other reasonable adjustments, please contact [kathryn@musictheatre.wales](mailto:kathryn@musictheatre.wales).

MTW is committed to being an equal opportunities employer and is committed to improving its diversity in order to reflect the communities it serves. We encourage applicants from the broadest range of backgrounds, with different skills and experiences to bring into our

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organisation. As part of our commitment to increasing the diversity of our workforce we provide a guaranteed interview scheme to applicants who meet the minimum requirements for the job who are disabled, neurodivergent or people of the global majority.

To ensure our interview process is accessible to the widest candidate pool, we will provide all candidates with interview questions, and details about the format of the interview, in advance.

## **DATA PROTECTION**

Music Theatre Wales will collect and process personal data from you to manage the recruitment process. Any data MTW holds about you will be stored securely with access restricted to those involved in administering the recruitment process. MTW will hold your data on file for six months after the end of the recruitment process. In order to carry out the recruitment process MTW will share the personal data received from you amongst its administrative team, shortlisting, and interview panel. Access will be restricted to those involved in the recruitment process.

MTW is funded by Arts Council of Wales.