

DIGITAL FESTIVAL PRODUCER - JOB PACK

Music Theatre Wales (MTW) is excited to announce we are recruiting for a Digital Festival Producer to facilitate Cardiff's first Digital Opera Festival in March 2027. MTW is recruiting this role on behalf of a group of creative partners from across the UK and Europe, and the Digital Festival Producer will work closely with the festival steering committee on the development and delivery of the Festival. Taking a lead on the effective operations of the festival and delivery of all related programme outputs, the Digital Festival Producer will play a vital role in the success of the programme, working closely with presenters and partners across multiple venues and organisations.

KEY INFORMATION

Position:	Digital Festival Producer
Contract:	Freelance position; End of February 2026 (or as soon as available after this date) to end of April 2027
Hours:	To be mutually agreed; fee based on approximately 4 days a month for the first 7 months, a 6 days a month for the following 6 months
Fee:	£19,500 total contract fee
Location:	Flexible and hybrid - likely to be primarily home based with some work at MTW's offices at Chapter Arts Centre as well as at the Wales Millennium Centre (where the majority of the Festival will take place)
Deadline:	Friday 13 February 2026
Interviews:	w/c 23 February 2026

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ABOUT MTW

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. 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.

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?

As a company and employer, we are guided by the values of:

Commitment - to developing opera as an art-form that is representative and accessible for everyone and to achieving greater equality as an organisation and as an employer.

Learning - we want our work to be led by the creativity of the people we work with. We believe the only way to progress is to learn from the experience and knowledge of others.

Respect - nurturing the potential of everyone we work with and supporting their continued development whenever possible.

Art in society - we believe a healthy society needs the arts to thrive, to give voice to ideas and identities, to help us see and understand the world we live in, and to bring us together.

Our Welsh identity - we are proud to support and showcase Welsh talent, and to play our part in the well-being and cultural life of Wales.

Want to get an idea of who we are and what we do? Get a flavour of our live, digital and participatory projects and productions here: [Our Work | Music Theatre Wales](#)

ABOUT THE DIGITAL OPERA FESTIVAL AND ITS PARTNERS

The UK's first Digital Opera Festival will take place between 19 to 22 March 2027 and offer an open and inspiring space for diverse audiences to explore and engage with a wide range of creative digital opera experiences, centred at the Wales Millennium Centre and spreading across the City. The Festival will showcase the expressive range and relevance of this emerging artform, presenting work that blends music and storytelling with technology - this could include but not limited to film, animation, XR technology, gaming, interactive installations and outdoor projections - all focused on the creative ideas and not the technology. The Festival will also include public discussions for creatives, producers and funders to exchange ideas, develop new networks, and support the growth of an emerging ecosystem for digital opera in the UK and internationally. As host city, Cardiff will shine as a vibrant Capital where music, performance, media and innovation work hand in hand.

Digital Festival Partners

Steering Group:

- MTW – Michael McCarthy and Elayce Ismail (Director and Artistic Associate)
- WMC – David Massey (Senior Producer, Creative Technology and Storytelling)
- Guildhall School of Music and Drama – Toby Young (Professor of Composition and UKRI Future Leader Fellow based at GSMD) and Amy Stebbings (Researcher)
- Dumbworld – John McIllduff (Artistic Director)

WHO YOU ARE

Do you love the magic of opera and the possibilities of creativity and innovation? We're looking for a Digital Festival Producer to lead the delivery of innovative digital opera experiences, blending artistic vision with cutting-edge technology.

In this role, you'll collaborate with world-class artists and technical teams, experiment with a range of immersive tech and interactive storytelling, and work with us to make opera accessible to everyone, everywhere.

If you're passionate about the arts and digital storytelling, with skills and experience of working in digital and immersive content, this is your chance to help shape the future of opera. This role ensures that opera reaches new audiences through immersive digital formats, screen-based work, street art opera, other yet to emerge creative offers and live panel discussion events.

The Digital Festival Producer will be responsible for ensuring that all events within the Festival are delivered to the highest quality and to realistic and agreed timeframes and budgets, as well as ensuring the programme reaches a wide range of audiences and participants. Whilst this role is predominantly focused on delivering digital projects there will also be occasions where you are asked to deliver other non-digital interdisciplinary projects, such as symposia and evaluation processes.

The Digital Festival Producer will be able to demonstrate an understanding of working in a bi-lingual country, ideally with a working understanding of Welsh. MTW will provide support for this from our in-house Welsh speaking team and provide training in awareness of working within the Welsh context where needed.

ABOUT THIS ROLE

This is a new role that will be employed and paid by MTW with support and assistance from the Festival steering group and partners.

The responsibilities of these role is sketched out below but the post can be adapted to emphasize your individual skills and experience. And, if you have less experience in a certain area, don't let that put you off – the steering group may be able to support you in these areas and provide training and advice as required.

This freelance contract has been calculated on the basis of approximately 4 days a month in the initial 7-month period February to October 2026, rising to 6 days a month in the 6-month period November 2025 to April 2026, to support the lead-up to the Festival and the post-project evaluation and closing processes. The Digital Festival Producer, in consultation with MTW, will be able to schedule the working pattern according to the demands of the role.

MUSIC. THEATRE. WALES.

It is a 15-month contract from beginning of February 2026 to end of April 2027, reporting to MTW's Director on programme and MTW's General Manager on financial/administrative aspects, with a probationary period of 3 months.

The majority of work is likely to be done from the post-holders home or office base although you are also welcome to work from the MTW offices as required. There is no requirement for the post-holder to be based in Cardiff although they will need to be in Cardiff throughout the Digital Opera Festival, which will take place between 19 to 22 March 2027, primarily at the Wales Millennium Centre (as well as some other venues across Cardiff).

Benefits include: Access to MTW's Employee Assistance Programme 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 you to ensure that your needs in this area are met. Recognised safeguarding training will be provided and paid for as part of the role.

RESPONSIBILITIES

We anticipate that the majority of the work will fall into the following main strands. You will be responsible for (with the support of the steering group):

Project and Financial Management:

- Oversee the Digital Opera Festival programme from concept to delivery, ensuring timelines, budgets, and quality standards are met.
- Manage the Festival budget, in collaboration with and supported by MTW's General Manager.
- Organise and contribute to regular project meetings of the steering group and partners.
- Manage the contracting of venues, artists, suppliers and presenting partners, including arranging travel and accommodation where required, with support from MTW's General Manager.

Creative Collaboration:

- Work closely with the steering group and partners to present world class opera in compelling digital formats.
- Act as primary point of contact and communication for steering group, festival partners and venues.
- Represent the Festival and the partners at meetings, events, and conferences as required.

Audience Engagement:

Manage the delivery of the following bi-lingual engagement activities, working with MTW and WMC marketing staff and develop a Wales, UK and international network:

- Develop strategies to attract and engage live and digital audiences, throughout Wales and beyond, including social campaigns and interactive experiences.
- Commission and produce video, audio, and interactive content for web, social media, and streaming platforms.
- Support communications, working closely with the marketing teams from each partner organisation to ensure successful strategic and operational communications for the festival and its programme.

Technical Oversight:

- Coordinate with venues, partners and technical staff and freelance contractors to understand and fulfil all technical presentation requirements
- Lead on comprehensive production planning for programme and related events in consultation with presenting partners and venue, including installation schedules, staffing and related health and safety requirements, event production plans and risk assessments.
- Test all content to ensure correct version, picture, sound and subtitling as required.

Innovation, research and evaluation:

- Explore current and emerging technologies (eg VR, AR, 360° video) to enhance opera and narrative led experiences.
- Work with the steering group and partners to support the evaluation and learning outcomes of the Festival.
- Support the legacy of the programme through consideration of how learning can feed into other areas of work.

General

- Complete mandatory safeguarding training (online) and any other planned team training, as well as asking for any further training you need or want for yourself or the project team.
- Undertake a DBS check (provided and paid for by MTW).
- Adhere to relevant policies and values (of MTW and presenting partners) including Health & Safety, Safeguarding, Welsh Language, Environmental, EDI, and others to be provided as part of the induction process.

Due to the nature of the organisation and programming a flexible approach to working week is required. Evening and weekend work will be essential during events and festival delivery.

WHAT WE'LL BE LOOKING FOR

Whilst we're open to those with applicable skills rather than direct experience, we know it's helpful for applicants to know what exactly we'll be looking for as part of the recruitment process. Here are some things you might want to cover in your application:

Skills & Experience

- Strong project management skills with the ability to manage multiple stakeholders.
- Strong financial management skills.
- A demonstrable track record in successfully steering projects from start to finish, particularly those using immersive technologies.
- Experience of working closely with artists and curators on presenting and installing work, exhibitions and event production, specifically festivals and public realm projects that implement digital and technology driven art.
- Knowledge of audience development and digital marketing.
- Strong negotiation skills and experience of negotiating and drafting contracts.
- Strong IT literacy especially in relation to digital platforms and knowledge of file formats and conversions, where required.
- Experience with working with screen based media and immersive technologies.
- Understanding of accessibility standards for digital content.

- Ability to assess technical requirements and work with technical team to ensure all requirements are met.

Personal Attributes

- Creative and innovative thinker.
- Collaborative and adaptable.
- Detail-oriented with a strong sense of quality and attention to detail.
- Excellent interpersonal skills and the ability to communicate effectively with a range of individuals.
- An excellent understanding and passion for digital/visual contemporary arts locally, nationally and internationally, including issues and practicalities of working in the public realm across digital culture and art.
- Commitment to championing representation and inclusion at every level of the organisation with a proven ability to work with people from a wide range of backgrounds.
- Knowledge of the Welsh language and working in a bi-lingual capacity.

EQUALITY AND INCLUSION

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.

You can read our EDI Policy [here](#).

HOW TO APPLY

Applications can be made in writing or with a video. Download the application form [here](#) or apply online [here](#).

Closing date: Friday 13 February 2026 at 11 am

Interviews: w/c 23 February 2026

Start date: End of February 2026 (or as soon as available after this date)

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.

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 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.