

Philharmonia Academy Programme Manager

Summary

To deliver, evaluate, and develop the Philharmonia Fellowship programmes as part of the Philharmonia Orchestra's Learning & Engagement Strategy across the Orchestra's UK-wide residency locations.

The Philharmonia Academy Programme Manager will manage our fellowship programmes aimed at preparing young and emerging musicians to enter the orchestral industry. This includes, but is not limited to; piloting the junior and managing the established professional Instrumental Fellowships, our work with composers, our work with conservatoires and higher education institutions, and alumni programmes.

Key information

- Salary: Circa £34,000
- Contract: 18 month fixed term contract
- Hours: 9.30 - 17.30, Monday- Friday (35 hours per week) plus evening and weekend work as required
- Annual leave: 25 days per annum.
- Pension: the Company will contribute 6% of salary to a qualifying pension scheme

The Philharmonia Orchestra is committed to ensuring equitable opportunities and a welcoming environment for all those that engage in our work. We strive for a more representative workforce and encourage applications from under-represented groups in the UK arts workforce, particularly those from Black, Asian and Ethnic Minority backgrounds, from lower socio-economic statuses, deaf and Disabled applicants, and those from the LGBTQIA+ community.

If you require any Reasonable Adjustments to apply for this position or attend an interview, please write to philharmoniahr@thehrhub.co.uk with 'Reasonable Adjustments' in the subject line.

The Orchestra

Based in London at the Southbank Centre's Royal Festival Hall, the Philharmonia creates thrilling performances for a global audience. Through its network of residencies, the Orchestra has a national footprint, serving communities across England both in performance and through its extensive outreach and engagement programme.

Founded in 1945, in part as a recording orchestra for the nascent home audio market, today the Philharmonia uses the latest digital technology to reach new audiences for symphonic music. The Philharmonia is led by Finnish conductor and composer Esa-Pekka Salonen, its Principal Conductor & Artistic Advisor since 2008. Fellow Finn Santtu-Matias Rouvali takes over from Salonen as Principal Conductor in the 2021/22 season.

During the Covid-19 lockdown, the Philharmonia's strong digital programme has enabled the Orchestra to maintain an international presence, with a global audience enjoying live-streamed concerts and the critically acclaimed free Philharmonia Sessions series.

The team

Learning and Engagement. Reports to Director of Learning and Orchestral Operations.

Role and responsibilities

- Recruit for, manage, and evaluate the pilot phase of our Junior Instrumental Fellowship Programme
- Manage and deliver the other above programmes
- Lead the liaison between music hubs, families, students, and musicians for the junior program
- Lead the liaison between fellows, musicians, and the orchestral operations team for the professional programme
- Support relationship management with RAM/RCM and other HE institutions
- Create and monitor budgets for above projects, as agreed with the DLOO
- Monitor and evaluate the above projects and produce reports as needed
- Ensure projects, as above, follow all departmental and organisational policies and processes including but not limited to: safeguarding, finance and health & safety.
- Support and uphold the branding of the above programmes following direction from the Director of Marketing
- Ensure the programmes are integrated into the artistic programming, maximising opportunities to collaborate across Philharmonia Orchestra departments and serves to strengthen key activity.
- Pro-actively support the Development department's efforts to secure sponsorship and funding for programmes by assisting with the preparation of applications.
- Attend cross departmental and cross organisational events as required, acting as an advocate and ambassador for the Orchestra at external meetings and conferences
- Undertake such other duties as may reasonably be required by the Orchestra

Person specification

Essential:

- Five years' experience in youth music making settings
- Experience managing or leading mentoring, training, or fellowship programmes across a range of ages
- Experience of directly supporting fellows, trainees, and students studying music
- Experience of working with musicians and workshops leaders;
- Experience preparing and checking scores, parts, and programmes
- Experience of budget management;
- Experience of report writing;
- Experience of event management, including some experience of liaising with technical providers and stage management;
- Knowledge of standard office software and computer systems.
- Knowledge of the school and HE landscape and options for aspiring professional musicians

Desirable:

- Interest in music education, particularly orchestral music
- Excellent administration skills
- Excellent verbal and written skills

- Excellent interpersonal and social skills
- Ability to work successfully as part of a team as well as to use own initiative
- Ability to prioritise a mixed workload and to work to tight deadlines
- A flexible approach, demonstrating excellent diplomacy skills
- Ability to motivate and willingness to have a hands-on attitude during projects

Please note that an enhanced DBS check is required for the role

How to apply

To apply, please email your CV and a covering letter to philharmoniahr@thehrhub.co.uk. Please include details of two referees in your application (we will not contact your referees without your permission).

- Deadline for applications: Wednesday 11 November 2026, midday
- First-round interviews will take place on w/c 16 November 2026