Philharmonia

Philharmonia Academy Programme Manager

Overview of the Organisation

The Philharmonia Orchestra is one of the world's great orchestras and has been creating thrilling performances for a global audience since 1945.

Artistic Leadership

Celebrated young Finn Santtu-Matias Rouvali is our Principal Conductor. Santtu follows in the footsteps of great artists including Herbert von Karajan, Otto Klemperer and Riccardo Muti. His immediate predecessor Esa-Pekka Salonen is our Conductor Laureate, and Christoph von Dohnányi is our Honorary Conductor for Life. In 2023, Marin Alsop joined the Philharmonia family as Principal Guest Conductor.

This inspirational artistic leadership is at the heart of the Philharmonia's work, complemented by an exceptional roster of guest artists and creative collaborators. In our 2026/27 season, our Featured Artists are acclaimed cellist Sol Gabetta and pianist Nobuyuki Tsujii. Together with the Orchestra, they help shape a distinctive programme of performances and projects that combines artistic excellence with innovation, reaching audiences across the UK and internationally.

Organisational Overview

The Philharmonia is a registered charity and as one of the four London self-governing symphony orchestras comprises 80 musicians from 16 countries. The Board is led by Sir Howard Davies and includes a strong player voice through members of the orchestral committee headed up by President James Buckle. The management team of 40 administrative and backstage staff is led by CEO Thorben Dittes and an Executive Team of six.

Our artistic home is the Southbank Centre in the heart of London, where we give around 35 performances a year. We also have residencies in Bedford, Leicester, Canterbury, and Basingstoke, encompassing longstanding Learning & Engagement projects as well as regular concerts. Additionally, the Orchestra is resident at Garsington Opera and the Three Choirs Festival. From our administrative base in Bankside, we create around 250 projects and performances annually and in 2023/24 around 160,000 experienced the Philharmonia sound live.

From LPs to Virtual Reality, we have always been pioneers in using technology to bring our music to the widest possible audience. We have 1 million listeners each month on Spotify, over 500,000 social media followers, and a vibrant YouTube channel with annual viewing figures of almost 3 million.

The future

Following the challenges of the Covid pandemic and a change in executive leadership the organisation has undertaken an extensive mission-vision-values exercise, involving musicians, staff, Board and external stakeholders. The resulting forward direction connects its illustrious musical history and artistic DNA of international excellence, with a firm focus on innovation and the future of the orchestral experience for both audiences and musicians.

The next steps will be to create the detailed strategies, operational models and standout defining artistic projects which enable us to move towards our vision of the future of a thriving, equitable society with orchestral music at the heart of cultural life, where musicians are celebrated for the work they do to make the world a better place.

Could you be part of that future?

Philharmonia

Job Title

Philharmonia Academy Programme Manager

Position Summary

The Philharmonia Orchestra is seeking a highly organised and motivated Programme Manager to deliver and develop its Fellowship programmes, supporting the next generation of orchestral musicians and composers.

Working across the Orchestra's UK residencies and with leading conservatoires, music education partners and professional musicians, the role will manage a range of talent development initiatives, including the established Professional Instrumental Fellowship, the pilot Junior Instrumental Fellowship, composer development opportunities and alumni activity.

The Programme Manager will be responsible for the planning, delivery and evaluation of these programmes, ensuring an exceptional experience for participants and helping to develop accessible pathways into the orchestral profession.

Key Responsibilities

Strategic Planning:

- 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

Project Management:

- Recruit for, manage, and evaluate the pilot phase of our Junior Instrumental Fellowship Programme
- Manage and deliver the other above programmes
- 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.

Leadership and Management:

- 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.

Managerial Responsibilities:

- 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

Skills and Qualifications

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 3
- 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

Initial Priority Areas of Focus

- Set up and delivery of JIF pilot
- Ensure all PIF mentors are up to date with mentoring programme

Reporting Structure

Reports to Director of Learning and Orchestral Operations..

Employment Type

- 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.

Salary and Benefits

- Circa £34,000
- Pension contribution - The Company will contribute to a qualifying pension scheme following successful completion of the probationary period.

Application Process

- 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

Equal Employment Opportunity Statement

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, d/Deaf and Disabled applicants, and those from the LGBTQIA+ community. We are a Disability Confident Employer. If you require any adjustments to apply for this position or attend an interview, email team@theHRhub.co.uk with 'Reasonable Adjustments - Philharmonia' in the subject line.