

General Manager, RTÉ Concert Orchestra

RTÉ is Ireland's national public-service media organisation. We are embarking upon an ambitious and exciting 5-year transformation strategy to update the way we run the organisation.

Our mission is to serve as an independent source of stories, news, information and entertainment for Ireland, reflecting the diversity of its people and providing experiences that enrich the lives of all.

This sense of purpose motivates us to deliver to the highest standards in an environment that is collaborative, supportive and engaging. Attracting and retaining the best talent is key in delivering to our audiences. We want our people to thrive in an environment that values their output.

Meet the Team

The RTÉ Concert Orchestra is part of RTÉ, Ireland's Public Service Broadcaster. A full-time professional orchestra with 45 fulltime musicians, its mission is to provide a wide range of inspiring live and broadcast musical performances across many musical genres giving the people of Ireland access to its music for their enjoyment and entertainment.

Founded in 1948, the RTÉ Concert Orchestra has a vibrant, eclectic repertoire encompassing classical, popular, jazz, traditional and more. It has performed with artists including Luciano Pavarotti, Lang Lang, Marvin Hamlisch, Lalo Schiffrin and Sinéad O'Connor.

The RTÉ Concert Orchestra has performed in seven Eurovision Song Contests; film credits include Stephen Rennicks' score to *Room* and Brian Byrne's Golden Globe-nominated score to *Albert Nobbs*. Other recordings include Howard Shore's *A Palace upon the Ruins* and *Flicker* with Niall Horan. Live to screen performances have included the Ireland premiere of *The Nightmare Before Christmas* with Danny Elfman and the world première of *Room* with live score. Performances during the pandemic included Guy Barker jazz arrangements, an award-winning John Lennon tribute, a 50th anniversary Clannad celebration, a chart-topping single and a TV tribute to David Bowie featuring members of his own band, The Bowie project then became a live concert in 2024. Other recent projects have included *Thin Lizzy Orchestrated*, a rare combination of blues and orchestra in *The Delta Blues Project*,

introduced by Oscar-winning actor Morgan Freeman, and Max Richter's *Recomposed: Vivaldi – The Four Seasons* with Mari Samuelsen. Irish live premieres in jazz have included Guy Barker's *Kind of Blue Orchestrated* and the Ella Fitzgerald and Louis Armstrong *Porgy and Bess* album. Having recently marked the Callas and Puccini centenaries, an upcoming highlight will be another Guy Barker night in 2025 to mark the centenary of the publication of *The Great Gatsby*.

<http://www.rte.ie/co>.

We are seeking to appoint an experienced, dynamic and passionate General Manager to lead and shape the artistic vision for the RTÉ Concert Orchestra.

Reporting to the Director of Audio, the General Manager is responsible for the artistic vision, the origination, implementation, and quality of the RTÉ Concert Orchestra's editorial strategy and programme as well as the business and financial management of the orchestra.

The General Manager will lead and oversee the day-to-day operations of the RTÉ Concert Orchestra, of 45 full-time professional musicians and an efficient management/administrative team in a challenging business environment.

With key relationships and collaborative partnerships to be forged in Dublin and throughout Ireland, a major part of the role will be to develop the orchestra as a national flagship for music-making within Ireland, across the Island and overseas. Reaching new communities and new audiences will be important in growing the reputation, brand and profile of the RTÉ Concert Orchestra.

About the role:

- Lead, motivate and inspire the members of the orchestra including the management team, promoting best practice and equality of opportunity and providing a clear and visionary sense of direction and purpose
- Develop and implement a distinctive artistic vision for the orchestra in collaboration with the artistic colleagues, including titled Conductors, and, where appropriate, RTÉ TV and Radio services
- Create a working environment where musicians and staff feel valued and can develop

and flourish; oversee annual appraisals and provide appropriate training where required

- Ensure that the RTÉ Concert Orchestra functions effectively and efficiently as a viable business through the development and implementation of a strategic business plan
- In conjunction with the Director of Audio and Finance to ensure RTÉ Concert Orchestra meets agreed net cost targets and budgets
- Oversee marketing and publicity strategies in conjunction with the Marketing and Communications department, ensuring an imaginative and effective approach to audience development and the promotion of all activities, in coordination with the needs of the RTÉ and the wider arts sector in Ireland and further afield
- Negotiate programmes and budgets for concerts, national and international tours, festival performances, RTÉ special events and commercial recordings
- Ensure the effective management of the players' contracts and represent the orchestra management in any employee/industrial relations negotiations
- Promote inclusion in all of RTÉ Concert Orchestra's activity, ensuring that all colleagues are aware of inclusion issues and that this is integrated into all aspects of the business
- Maintain a close working relationship with the titled conductors to promote the artistic excellence of the orchestra, ensuring that the best musicians are recruited and retained
- Build effective working relationships and maintain regular dialogue with key stakeholders. These include colleagues across RTÉ, the Arts Council of Ireland, the main colleges of music in Ireland, Irish National Opera, the National Concert Hall, and regional stakeholders
- Develop strong, productive relations with the press and other media, acting as spokesperson for the orchestra and the wider arts sector in Ireland

About you:

The successful candidate will have significant senior leadership experience working in the arts and entertainment sector with a proven track record of leading a professional

orchestra/ensemble and creating an environment that inspires musical creativity and high performance.

- You will have a thorough knowledge of the arts sector and all genres of orchestral music with an ability to read scores and understand multiple music languages
- You must have experience of strategy development and managing transformation within a changing environment and leading large creative teams
- A deep understanding of the function of an orchestra in the following settings and environments: live performance, recordings, film and other media related recordings is essential for this role
- We are looking for a collaborative, inclusive and engaging leader who has demonstrable diplomatic negotiation skills with strong budgetary and commercial acumen
- You will possess highly effective interpersonal and communication skills to establish and develop relationships within a complex stakeholder matrix with a range of internal and external partners
- You will be results-focused in a fast-paced and dynamic environment and have a passion for audience engagement and talent development

If you are interested in applying for this exciting opportunity, please apply by submitting your Curriculum Vitae and cover letter that explains why you should be considered for this position. Please include in your cover letter:

- (a) A summary of your relevant skills and experience
- (b) What makes you feel you are a strong fit for the responsibilities of this role?
- (c) Any specific achievement or examples that demonstrate your capabilities

Please submit as **one document** when completing this online application process.

This appointment will be made on a fixed term full-time contract for a duration of three years at Manager Grade 1 level. The salary range is €81,467 - €112,141 gross per annum.

Closing date for receipt of applications is **Monday 07th April 2025**.

RTÉ is committed to diversity in its workforce and welcomes applications from people with diverse backgrounds.

Cuirfear fáilte roimh iarratais ó dhaoine go bhfuil dearcadh dearfach acu i leith na Gaeilge.
Applications are welcome from people who have a positive outlook to Irish.

RTÉ is an equal opportunity employer and considers qualified applications without regard to gender, sexual orientation, gender identity, age, social experience, race and ethnicity, disability, civil and family status, religious belief and membership of the Traveller Community.