



**ABERDEEN 2025
DELIVERY ARTIST
RECRUITMENT PACK**

INTRODUCTION

Aberdeen Performing Arts is delighted to be partnering again with Mahogany Opera to deliver their award-winning Snappy Operas programme. We're looking to recruit a team of delivery artists and want to hear from dynamic and talented individuals, with experience of, and a strong interest in, working with children.

In 2025, the Snappy Operas programme will be making its way to Aberdeen for the second time after a successful event in 2023. We will be working with up to four schools across Aberdeen City to provide children with the opportunity to engage with opera and stage their own performances.

We are seeking Scotland based Directors, Musical Directors and Repetiteurs to form two delivery teams for Snappy Operas Aberdeen. The teams will be made up of returning artists from our 2023 project and new artists recruited through this call-out. Applicants must be primarily based in Scotland, and previous experience of high-quality delivery of work with children & young people is a must. A preference will be given to those based in/around Aberdeen and the North-East, however we will consider applicants from across Scotland. We would love to hear from both those experienced in opera as well as practitioners from other disciplines who have a keen interest in working in this genre.



ABOUT ABERDEEN PERFORMING ARTS

Aberdeen Performing Arts is a creative hub and focal point for the performing arts, community engagement and talent development in the Northeast. Our three iconic city centre venues are a vital part of Aberdeen and Scotland's cultural ecology, and we present, produce and commission diverse and distinctive arts and cultural programmes of regional and national reach and impact. We support talent and help develop professional practice. We run a wide range of creative activities, projects and workshops for all ages and stages in our own venues as well as in schools and community settings.

Our ethos of Everyone is Welcome Here underlines our commitment to welcoming everyone into our spaces. Everything we do at Aberdeen Performing Arts is for everyone, regardless of age, disability status, gender, sexuality or race. This message of welcome extends to audiences, participants, staff, artists and touring companies.

Light the Blue is annual multi-artform festival for and by young people and a key part of our work with those aged 5 – 25 across the northeast of Scotland. We aim to develop genuinely collaborative working practices with young people and build strong partnerships with local, regional and national arts and cultural organisations to ensure an inspirational, relevant and accessible youth arts festival which celebrates the talent and creative vision of young people from across the region.

Website: www.aberdeenperformingarts.com

ABOUT MAHOGANY OPERA

Mahogany Opera is a leading commissioner and producer of new opera and music theatre. They work across the UK and internationally. Their vision of opera as an inclusive, collaborative, and dynamic artform informs their aim to stretch the boundaries of what opera can be and who it is for.

They are committed to developing diverse artists and audiences through three programmes:

New Works – developing, commissioning and producing new staged works with a wide range of artists and organisations

Snappy Operas – award-winning participatory young people's programme

Meet Me @ Mahogany – discussions, events & workshops exploring & opening up the process of making new work

Mahogany's ten-minute [Snappy Operas](https://mahoganyopera.co.uk) have been developed with and performed by primary school children alongside professional artists. The Snappy Opera programme delivers in-school activity, teacher training and public performances in communities across the UK and internationally.

Website: mahoganyopera.co.uk

ABOUT SNAPPY OPERAS

WHAT IS A SNAPPY OPERA?

A Snappy Opera is a ten-minute opera for children which introduces all the essential elements of opera – singing, acting and making – in a fun, colourful and bite-size chunk. Mahogany Opera has now commissioned 13 Snappy Operas, written by some of the UK's top composers and writers who worked with groups of young people to develop stories and characters that are universal and connect directly to the young people who will perform them. Over 5,000 children have performed Snappy Operas across the UK and internationally since 2017. In 2023 Mahogany Opera premiered its first Snappy Opera created with and for disabled young people in a SEND school.

Each piece is designed to be performed by a class of around 30 upper primary school children. Every character in a Snappy Opera is represented by a group of children; there are no main parts and no chorus which makes for a wonderfully non-hierarchical rehearsal atmosphere where everyone is fully involved the whole time. Each piece is orchestrated with its own small band of up to three instruments but there is also a piano only version. A Snappy Opera can be produced very simply with minimal props or with a full set of elaborate set and costumes, inspired by design packs created for each opera. They can be performed in any kind of space - classroom, hall or theatre – and either on their own or as part of a set.

SNAPPY OPERAS: THE SUM OF ITS ARTS AND PARTS

Through the development of Snappy Operas, Mahogany Opera have discovered the best way to create authentic, fun, fully realised performances (in a short time frame) is to adopt an interdisciplinary and discovery led approach to teaching and learning – what's known as The Snappy Opera Approach.

This holistic approach combines music, acting, movement and design on an equal footing, with each informing the other. How does music inform character? How does design and costume inform movement? How do we tell a story with creative expression using body and voice? These are just some of the questions a

Snappy Opera Company explores, with artists, teachers and young people exploring and learning these things together in a collaborative environment.

Vital to this process is a play centred methodology. By using fun games and exploration we create an open, supportive atmosphere where those involved are able to unleash their creativity and learn in a different way. This approach goes beyond the direct project experience, informing both educators and students about different ways to teach and learn.

Take a look at our Snappy Operas Aberdeen 2023 reflection video here:

[**SNAPPY OPERAS ABERDEEN \(via YouTube\)**](#)

SNAPPY OPERAS IN ABERDEEN

In 2025, we will be working with approximately 120 primary school children across Aberdeen on 4 Snappy Operas. From March to June 2025, we will provide artist training, Teacher CPD opportunities and the opportunity for children to learn and rehearse a Snappy Opera before coming together with other schools in the region for a showcase at the historic Music Hall. All in-school activity will be delivered by 2 dedicated Delivery Teams consisting of a Stage Director (Director), Musical Director (MD) and Repetiteur (Rehearsal Pianist). The teams will be made up of returning artists from our 2023 project and new artists recruited through this call-out. They will be supported by a Production Coordinator and Aberdeen Performing Arts' Creative Engagement team.

In Aberdeen, four groups from up to 4 schools will rehearse and perform a Snappy Opera each, culminating in a performance in June 2025. The activity will include:

- 1 Artist Training Day – compulsory for all Snappy Opera Delivery Artists.
- 1 Teachers CPD Day – to help the teachers to support the project in school, give them the skills and confidence to teach music and the arts independently and show how similar techniques can be used in other areas of the curriculum (delivered by a dedicated training team).
- 5 workshop rehearsals (2-3 hours each) for each class led by the Delivery Artist teams (director, music director and repetiteur).
- Simple designs, instructions and materials for props and costumes to be made by pupils in school.
- Learning resources including backing tracks, word sheets and activity ideas to enable teachers to lead further rehearsals in between the workshop rehearsals.
- 1 performance day for all schools to come together to perform their Snappy Operas.

PROVISIONAL PROJECT DELIVERY DATES

Artist Training Day	w/c 31 st March or 7 th April 2025	Venue tbc, Aberdeen City Centre
Teacher CPD Session	w/c 14 th or 21 st April 2025	Venue tbc, Aberdeen City Centre
Introductory Session	w/c 28 th April 2025	AM & PM session in schools
Rehearsal Week 1	w/c 12 th May 2025	AM & PM session in schools
Rehearsal Week 2	w/c 19 th May 2025	AM & PM session in schools
Rehearsal Week 3	w/c 26 th May 2025	AM & PM session in schools
Rehearsal Week 5	w/c 2 nd June 2025	AM & PM session in schools
Performance Day	Thursday 5 th June 2025	Music Hall, Union Street, Aberdeen

All project dates and times are to be confirmed, although we anticipate school sessions will take place on Tuesdays or Wednesdays. Specific dates will be discussed and agreed with artists prior to engagement. You will be asked to detail your current availability when applying.



WHAT WE ARE LOOKING FOR

ALL ROLES

- These opportunities are exclusively for artists based in Scotland. A preference will be given to those based in/around Aberdeen and the North-East, however we will consider applicants from across Scotland who are willing to travel on a weekly basis.
- We are looking for practitioners who believe in providing high quality experiences, and we believe this is reflected in the work you have done, not just where you have worked/who you have worked with.
- We would love to hear from suitable practitioners working in any artform, who can bring unique skills and experiences to our teams.
- We would love to hear from individuals who acknowledge and embrace their own backgrounds and can use this to engage and inspire our project participants.
- We welcome applications from practitioners who consider themselves to be disabled and we will make any reasonable adjustments required for any part of the recruitment process, and to support you in your role.

DIRECTORS

Stage Directors will collaborate with Musical Directors to deliver the Snappy Opera project. As part of the delivery team, the Director will participate in and contribute to artist and teacher training sessions, deliver in-school workshops and rehearsals with the children and direct performances in schools and performance venues. The Director will enthuse all participants to engage with opera and share knowledge on stage techniques and terminology. The Director will work with the Production Coordinator and venue to coordinate lighting, props and other related technical requirements for rehearsal and performances as required.

Essential:

- Demonstrable experience as a director or drama facilitator in the performing arts
- Experience of working with children and/or young people
- Willingness to work collaboratively with a wider delivery team
- Proactive, flexible and resourceful
- PVG Scheme membership, or willingness to obtain one upon appointment (at our cost)

Desirable:

- Able to read notated music
- Experience of working within opera/musical theatre
- Experience working in a school or educational setting
- Experienced and comfortable with public speaking (Directors often compère performances)
- Experience of delivering arts training and development activities for teachers

MUSICAL DIRECTORS

Musical Directors will work with Stage Directors to deliver the Snappy Opera project. As part of the delivery team the Musical Director will participate in and contribute to artist and teacher training sessions, deliver in-school workshops and rehearsals with the children and conduct performances, including a small band, in schools and performance venues. The Musical Director will enthuse all participants to engage with opera and share knowledge on singing, performance techniques and musical terminology. The Musical Director will work with the Production Coordinator and venues to coordinate music/sound related technical requirements for rehearsal and performances as required.

Essential:

- Demonstrable experience as a musical director/conductor/music workshop leader
- Experience of working with children and/or young people
- Understanding of young voices and the ability to model good singing techniques
- Willingness to work collaboratively with a wider delivery team
- Proactive, flexible and resourceful
- PVG Scheme membership, or willingness to obtain one upon appointment (at our cost)

Desirable:

- Experience of working within opera/musical theatre
- Experience working in a school or educational setting
- Experience of delivering arts training and development activities for teachers

REPETITEURS

Repetiteurs will collaborate with Stage Directors and Musical Directors to deliver the Snappy Opera project. As part of the delivery team, the Repetiteur will support the Musical Director and Stage Director by accompanying for all rehearsals and performances with the children. The Repetiteur will join in with all activity, acting as a positive role model to enthuse all participants to engage with the project. The Repetiteur will support the Musical Director with coordination of the musicians on performances days, as well as supporting all music activity during the project, including leading sectional work and elements of conducting/cueing as required.

Essential:

- Demonstrable high level of musical performance (piano)
- Experience of working with children and/or young people
- Willingness to work collaboratively with a wider delivery team
- Proactive, flexible and resourceful
- PVG Scheme membership, or willingness to obtain one upon appointment (at our cost)

Desirable:

- Experience of conducting
- Experience of working in a school or educational setting
- Experience of working within opera/musical theatre
- Understanding of the voice and the ability to model good singing techniques

TERMS

Responsible to:	Aberdeen Performing Arts' Creative Producer for Light The Blue
Responsible for:	These role holds no direct subordinates. The Director, Musical Director, Repetiteur and Production Coordinator shall work collaboratively throughout the project.
Fee & payments:	<p>Directors & Music Directors:</p> <p>A flat fee of £1,700 to cover:</p> <ul style="list-style-type: none"> • Attendance at Artist Training Day • Attendance at Teachers CPD Day • Planning and Delivery of In-School Rehearsals (5 x 1 day) • Delivery of Performance Day • Completion of evaluation materials as required <p>This fee is calculated at £225 per day for 6 delivery days and £175 per day for 2 training days.</p> <p>Repetiteurs:</p> <p>A flat fee of £1,550 to cover:</p> <ul style="list-style-type: none"> • Attendance at Artist Training Day • Attendance at Teachers CPD Day • Delivery of In-School Rehearsals (5 x 1 day) • Delivery of Performance Day • Completion of evaluation materials as required <p>This fee is calculated at £200 per day for 6 delivery days and £175 per day for 2 training days.</p> <p>All delivery artists are engaged on a freelance basis. Additional payments to cover travel to project locations, accommodation and per diems will be issued where appropriate. Additional expenses relating to the delivery of the project will be paid if agreed with Aberdeen Performing Arts in advance. Reasonable travel and accommodation expenses will be covered for those based outside of Aberdeen.</p>
Hours:	<p>As required by the project.</p> <p>All roles will involve unsociable hours, including evenings and possible weekends.</p>
Location:	Delivery will take place in various locations in Aberdeen.
Equal Opportunities:	Aberdeen Performing Arts will provide equal opportunities to any employee or applicant and will not discriminate either directly or indirectly because of ethnicity, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity/paternity.

HOW TO APPLY

To apply, please complete the following online form by **Wednesday 12th February 2025 at 11pm**:
<https://bit.ly/SOA25artists>.

The form asks questions around your interest in the project, your relevant experience and your availability for the project dates. You will also be asked to attach an up-to-date C.V. detailing recent work experience. Please note: The form cannot be saved mid-progress – you must complete and submit in the one go. A list of questions can be found here if useful for preparing answers before submitting: <https://bit.ly/SOA25daqs>

For accessibility, we are also happy to receive proposals by video or audio recording of no more than 5 minutes in length. Please answer all questions (<https://bit.ly/SOA25daqs>) and send by email (with a link to view or download via YouTube, WeTransfer or similar platforms) to lightthebluefestival@aberdeenperformingarts.com.

If you require any additional support in submitting a proposal, such as receiving the call-out information in an alternative format, or you have any questions please contact us via lightthebluefestival@aberdeenperformingarts.com.

What happens after the deadline?

We will accept applications until **Wednesday 12th February 2025 at 11pm**. Any submissions received after this time will not be considered.

Applications will be reviewed and discussed by members of the Aberdeen Performing Arts team and a shortlist of applicants will be invited to an informal interview. All applicants will be notified on or before Friday 14th February if they have been shortlisted or not.

Interviews will take place on Wednesday 19th, Thursday 20th and/or Friday 21st February, either in person in Aberdeen or online. We will accommodate applicant availability as much as possible.