

London Philharmonic Orchestra

LPO Conducting Fellowship 2025/26 – Information for Applicants

The London Philharmonic Orchestra is delighted to invite applications to our **Conducting Fellowship** for the 2025/26 season. This flagship programme seeks to support the development of the world-class conductors of the future, through offering an intensive opportunity to work closely with the Orchestra over a period of 6-8 (non-consecutive) weeks, to **two** outstanding early-career conductors from backgrounds currently under-represented in conductors of professional, world-class orchestras.

We believe that talent is indiscriminate, yet people from certain backgrounds and communities continue to be under-represented in the orchestral sector. The LPO Conducting Fellowship aims to promote diversity and inclusivity in classical music as a whole, to lead eventually to a sector that is more reflective of the wider population. We invite applications from conductors from historically under-represented communities in terms of race, sex, gender identity, socio-economic backgrounds, neurodiversity, disability or other under-represented group. Providing artistic and professional development experiences at the highest level of excellence to early-career conductors from under-represented backgrounds is an important goal of the programme.

What is included in the Fellowship?

Guided by the LPO's Principal Conductor, Edward Gardner, Fellow Conductors will become fully immersed in the life of the Orchestra, getting to know players, artists and staff, developing skills and knowledge, and broadening their professional network. The LPO prides itself as being a welcoming and supportive orchestra and sets out to ensure Fellow Conductors become fully embedded in the LPO community. They will be invited to attend rehearsals and concerts conducted by the Principal Conductor and other conductors, and will also be offered conducting opportunities with the LPO and its rising talent ensembles.

The LPO Conducting Fellowship will include:

- Opportunities to conduct the Orchestra in regional and offsite performances, in educational programmes, and ensembles of its rising talent programmes
- Assisting opportunities and mentorship sessions with Edward Gardner
- Full immersion into the life of the Orchestra during the period of the Fellowship, with the aim of forming the basis of a longer-term professional relationship

In addition, and considering the individual needs of Fellow Conductors, the Fellowship may also include:

- Assisting opportunities and 1-1 sessions with other LPO titled and guest conductors
- Feedback from LPO musicians
- Meetings with LPO's resident and featured composers
- Professional development opportunities through sessions with LPO personnel, visiting artists and access to the LPO's wide network of industry professionals
- Opportunities to participate in wider LPO promotional activity such as pre-concert talks and social media activity
- Additional tailored support around navigating the barriers specific to the Fellow Conductors

Fees will be paid at the LPO prevailing rates for early-career conductors, and contribution towards travel and accommodation will be provided if required for non-UK based conductors.

*The LPO Conducting Fellowship is generously supported by Patricia Haitink
with additional support from Gini and Richard Gabbertas*

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Who can apply?

The LPO is committed to advancing equality and inclusive practice in all areas: recruitment, artistic programme, and working environment. **The Conducting Fellowship is open to applicants from backgrounds which are currently under-represented in conductors of professional, world-class orchestras.** We ask applicants to self-identify their eligibility in this area. Eligible criteria may include, but are not limited to, under-represented racial, ethnic or socio-economic backgrounds, and may also include sex, gender, neurodiversity and disability.

We particularly welcome applications from candidates who are:

- from the global majority (this includes, but is not limited to people of Black African, Black British, Black Caribbean, South Asian, East Asian, South East Asian, Middle Eastern, Arab and Latinx backgrounds, as well as people indigenous to the global south)
- female
- trans or non-binary
- Disabled

as they are currently under-represented among the conductors we work with.

Applicants must be able to demonstrate extensive background and training in orchestral conducting, and be able to demonstrate ability in developing and conducting programmes, excellent musicianship, and communication skills.

Applicants must be over 18 and not in full-time undergraduate education. UK-based conductors are strongly encouraged to apply and will be prioritised.

How to apply

Complete the [online application form](#) including uploaded documents/materials by **9:00AM** (UK time) on **Monday 21 October 2024**.

If an online application form is not accessible and applicants require an alternative format, please contact Alison.Jones@lpo.org.uk or call 020 7840 4213.

Application requirements including audition information are outlined below.

What is the selection process?

All online applications will be reviewed by the LPO's artistic team. Successful applicants will then be invited for a live audition in London. Applicants who attend the live audition will have the opportunity to conduct the Orchestra in rehearsal, and all musicians will be invited to provide feedback. The committee on the audition day will include the LPO's Artistic Director, Chief Executive, Principal Conductor, a board member and a number of LPO musicians, who will then identify the two conductors to be offered Fellowship positions for the 2025/26 season. The LPO will seek to ensure that a diversity of backgrounds are represented among the selection committee.

Feedback

Due to the anticipated high number of applications, we are unable to give individual feedback to applicants who are not offered an audition. Applicants who take part in the audition may request feedback within a given deadline.

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Key dates

- Applications open: September 2024
- Deadline to submit applications: **9:00AM (UK time) on Monday 21 October 2024**
- Invitations for live audition extended by: Mon 9 December 2024
- Applicant submission of Junior Artists programme and other required materials: 9.00AM (UK time) on Monday 6 Jan 2025
- Orchestra audition and panel interview in London: **Sunday 26 January 2025**

Formal offers will be made shortly after the audition date.

Application requirements and audition information

General Qualifications: Applicants must have an extensive background and training in orchestral conducting; must demonstrate ability in developing and conducting programmes; must possess excellent musicianship and communicative skills. The LPO is committed to the diversity of our community – including the community of conductors – by fostering inclusive and supportive environment and by actively shaping the future of the performing arts.

- I. Complete an [online application form](#), which includes:
 - a. Applicant contact and demographic information, and any access requirements
 - b. Submit a statement self-identifying how the applicant is under-represented in conductors of world-class professional orchestras (or video statement covering this information) (100 words)
 - c. Submit a Cover letter outlining the applicant's suitability for the Fellowship, CV, biography of max 250 words (or video alternative covering this information)
 - d. Submit links to 1 – 2 videos of the applicant conducting a large ensemble. Videos should show the musicians' view of the conductor. (The quality of recording/video itself will not be assessed)

If an online application form is not accessible and you require an alternative format, please contact Alison.Jones@lpo.org.uk or call 020 7840 4213.

If you are invited for the Orchestra audition:

- II. Prepare three pieces to conduct the Orchestra in central London on Sunday 26 January 2025:
 - a. **SCHUMANN**: Symphony No. 1, mvt 1
 - b. **BRAHMS**: Violin Concerto, mvt 1
 - c. **COPLAND**: Appalachian Spring (orchestra version)

Each candidate will have up to 20 minutes and may be interrupted by the Principal Conductor who will also announce the exact selection for conducting.

- III. Demonstrate commitment to programming, widening participation and audience engagement through the following task:

Applicants are given an overview of the LPO's Junior Artists programme for talented teenage musicians from backgrounds currently under-represented in professional UK orchestras:

<https://lpo.org.uk/project/lpo-junior-artists/>

Considering the aim of the LPO Junior Artists programme and instrumentation available, design a 35-minute chamber concert programme for an ensemble of 8 Junior Artists playing alongside LPO

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musicians. A programme like this would be performed on the Royal Festival Hall stage before a full LPO concert, with 2 prior rehearsals and a general rehearsal.

Full instrumentation available: 2.1.2.2 / 2.1.1.0 / 2P / 3.3.3.2.1

Of which Junior Artists: 2 flutes, 1 clarinet, 1 bassoon, 1 violin, 1 cello, 1 d.bass, 1 percussion

The programme should ensure that the 8 Junior Artists perform in as much as possible. The LPO players do not all need to play in every piece. You do not need to use all the professional players. If you are invited for the audition day, your Junior Artists chamber concert programme should be submitted by **Mon 6 Jan 2025**.

- IV.** Participate in a 15-minute discussion/interview with the audition panel about yourself as a conductor including describing your ideal concert programme for a symphony orchestra.

If you have any queries about the LPO Conducting Fellowship, please contact Alison.Jones@lpo.org.uk or call 020 7840 4213.

About the London Philharmonic Orchestra

Uniquely groundbreaking and exhilarating to watch and hear, the London Philharmonic Orchestra has been celebrated as one of the world's great orchestras since Sir Thomas Beecham founded it in 1932. Our mission is **'to share wonder with the modern world through the power of orchestral music'**, which we achieve through our exceptional programmes, pioneering education and community projects, acclaimed recordings and trailblazing international tours. The Orchestra balances a long and distinguished history with its reputation as one of the UK's most forward-looking ensembles, and is internationally recognised as a leading world orchestra providing excellence, versatility, invention and inclusivity in all that we do.

Our home is at the Southbank Centre's Royal Festival Hall, where we're at the beating heart of London's cultural life. You'll also find us at our resident venues in Brighton, Eastbourne and Saffron Walden, and on tour worldwide. In 2024 we celebrate 60 years as Resident Symphony Orchestra at Glyndebourne Festival Opera, combining the magic of opera with Glyndebourne's glorious setting in the Sussex countryside.

Edward Gardner has been our Principal Conductor since 2021, succeeding Vladimir Jurowski who in the same year became Conductor Emeritus. Former Principal Conductors have included Sir Adrian Boult, Bernard Haitink, Sir Georg Solti, Klaus Tennstedt and Kurt Masur. Karina Canellakis is our current Principal Guest Conductor, and Tania León our Composer-in-Residence.

We're one of the world's most-streamed orchestras, with over 15 million plays of our content each month. In 2023 we were the most successful orchestra worldwide on YouTube, TikTok and Instagram, and in spring 2024 we featured in a behind-the-scenes TV documentary series on Sky Arts: 'Backstage with the London Philharmonic Orchestra'. You can hear us on countless film soundtracks, and we've released over 120 albums on our own LPO Label. We also reach audiences through our partnership with Marquee TV, which allows us to broadcast live concerts and enables better accessibility for viewers to share and relive the wonder of our music from anywhere and everywhere.

We place a strong value on Equity, Diversity and Belonging in all that we do, with significant development and programming initiatives in this area. All of our programmes allow participants to bring their creativity, enthusiasm and unique perspectives into the LPO to revitalise, enrich and enhance our practice and our relevance to the world in which we live. We seek to improve representation amongst our artistic workforce

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(orchestral membership, solo artists, conductors and other artistic collaborators), management, governance and audience, and are proud to be part of the award-winning Recruiting Classical initiative with Black Lives in Music and 5 other UK orchestras, supporting the recruitment of musicians from the global majority. We also develop the creative potential in targeted groups and local communities through our own tailored programmes reaching people with particular protected characteristics. As well as our Conducting Fellowship, programmes include our LPO Junior Artists scheme for talented young musicians from backgrounds currently under-represented in professional UK orchestras, and its feeder programme Overture; our award-winning OrchLab programme with disabled adults; and our Open Sound Ensemble for young people with special educational needs and disabilities.

Reactions to the LPO Conducting Fellowship

“This is a fantastic new initiative that will help to support emerging conducting talent while levelling the playing field of opportunity. Developing pathways for diverse talent is crucial to making the much-needed change we all wish to see in the classical sector. Building relationships and breaking down walls are important considerations in developing an inclusive classical music community. We applaud this very proactive and hands-on approach from one of the world’s finest orchestras.” – Roger Wilson, Director of Operations, Black Lives in Music

“Becoming a conductor is a mysterious path, and opportunities for early career conductors are incredibly rare. ... The LPO has received me with open arms and everybody – from the team working in the office, to the musicians, to the supporters – have made this experience the best it could have been. I have gained friends for life and people that have become as close as family. It has been an absolute pleasure and a life-changing opportunity.” – LPO Fellow Conductor, 2023/24