



ROYAL
BALLET
SCHOOL



JOIN OUR TEAM

WORK AT THE ROYAL BALLET SCHOOL

ABOUT US

We are a global organisation with an important mission: to nurture, train and educate exceptional classical ballet dancers and to set the standard for dance training worldwide.

As a boarding school, a performing arts organisation and a charity, our team is varied. Our staff have specialist skills in dance, academics, pastoral care, healthcare, outreach, marketing, fundraising, and operations - to name a few.

We look for committed, enthusiastic candidates who demonstrate the skills and experience we need.

People are the key to our success - we attract, retain, develop and motivate the best in their fields to share our commitment to providing excellent care and education for our aspiring dancers and dance teachers.

OUR VALUES

**ACTIVELY
WIDENING
ACCESS**

**OUR HERITAGE
NOURISHES
OUR FUTURE**

**STRIVING FOR
EXCELLENCE**

**NURTURING
INDIVIDUALS**

**ALWAYS
INNOVATING**

WHAT'S IN IT FOR YOU?

Our full-time students are based at White Lodge in Richmond Park and Upper School in Covent Garden.

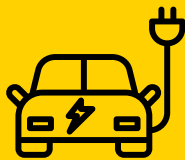
There are two additional boarding houses for Upper School students in Pimlico and Covent Garden. We also have offices on Bedford Street in Covent Garden.

The Royal Ballet School operates in locations worldwide, including different [Associate centres](#) and venues for [Intensive Courses](#).

Across our sites, there are a total of 280 employees. Wherever they work, our team respect each other, knowing everyone has a unique part to play in our organisation's mission. Our workspaces are friendly, welcoming and inclusive. Our employees share a passion for the arts in society and for supporting individuals to reach their full potential.



**GENEROUS
PENSION
SCHEME**



**TECH AND
ELECTRIC
VEHICLE SCHEME**



**CYCLE TO
WORK
SCHEME**



**EMPLOYEE
ASSISTANCE
PROGRAMME**



**LEARNING AND
DEVELOPMENT
OPPORTUNITIES**



**SEASON
TICKET
LOAN**



**GENEROUS
ANNUAL
LEAVE**



**DISCOUNTS
OFF A VARIETY
OF BRANDS**



**HEAD
PIANIST**

APPLICATION DETAILS

LOCATION:

White Lodge, Richmond Park

SALARY:

£24,341.10 (0.6 FTE)

HOURS:

24 hours per week. This position is term time only, plus four weeks of the Intensive Courses and INSET training week.

START DATE:

September 2025



OVERALL PURPOSE OF THE ROLE

The Head Pianist manages the scheduling of White Lodge pianists in collaboration with the Artistic Manager, ensuring coverage for weekly classes, rehearsals, assessments, and performances. They represent the pianists in all related matters and oversee all aspects of music and accompaniment and provide accompaniment for the daily artistic programmes themselves.

SUMMARY OF THE ROLE

This position plays a vital role in enhancing the coordination and representation of the Pianist Team at White Lodge and offers a meaningful opportunity to contribute to the artistic operations of the School.

In addition to class accompaniment responsibilities, the successful candidate will be entrusted with managing the pianists' timetable, overseeing any necessary scheduling adjustments, and representing the team in relevant discussions. The ideal candidate will possess strong interpersonal skills, a collaborative spirit, and the ability to remain calm and respectful when navigating scheduling matters or addressing concerns.

Additionally, this role includes the important task of arranging cover for absences, which requires both flexibility and a proactive mindset. A willingness to engage with and support the broader artistic team is essential for fostering cohesive collaboration across departments.

We are looking for an individual who demonstrates organisation, reliability, flexibility, and a genuine commitment to cultivating a supportive and professional environment for all members of the team.

MAIN DUTIES

HEAD PIANIST DUTIES:

- Coordinate the allocation of pianists for classes at White Lodge
- Work with the Artistic Managers to ensure accurate and timely creation of a weekly timetable
- Support the team in sourcing music scores and maintain accessible and labelled files of music
- Support with the recruitment of new pianists and advise and help them as required
- Attend regular meetings to represent the Pianists, as requested
- In liaison with the Support Services Manager, schedule the regular maintenance and tuning of White Lodge pianos
- Support the Artistic Managers identifying Continued Professional Development opportunities for the Pianists' Team
- Maintain the highest standards of attendance, reliability, teamwork and professionalism in all aspects of the work
- Keep in touch with development in music for ballet and contemporary dance, as relevant to the role
- Liaise and coordinate with the Head Pianist at Upper School when relevant.

ACCOMPANIST DUTIES:

- Accompaniment of dance of varying kinds but principally Classical Ballet Class
- Accompaniment of rehearsals, assessment classes and in-house/public performances
- Personal preparation as required to learn the School's repertoire (to be done outside the timetabled hours)
- To work with other areas of the Royal Ballet School to support auditions, the Associates programme, Intensive Courses and filming for the On Demand platform
- In collaboration with the teacher, provide musical energy and inspiration in class
- Support guest teachers with accompaniment of live or pre-recorded music to ensure smooth running of learning opportunities for the students
- Create positive relationships with colleagues within the School and its wider teams, communicating diligently and respectfully

- Contribute to a culture of information sharing, collaborative working and team working
- Contribute to a culture of innovation and continuous improvement
- Plan well to be able to fulfil scheduled work requirements to the highest standards while having the capacity to respond to unforeseen needs
- Personal preparation as required to learn the School's repertoire (to be done outside the timetabled hours)
- Attendance at staff meetings, assemblies, training and performances
- Active development of your repertoire and playing skills
- Cover for colleagues during absences
- Any other duties that may reasonably be required and that fall within the scope and range of the job.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

As Accompanist:

- Have proven experience of dance accompaniment in a range of styles to a high standard
- An understanding of the relationship between music and dance
- A high level of pianism and general musicianship, and a good understanding of the dance-music relationship
- Wide repertoire of classical music in a traditional style (including Act One of The Nutcracker (White Lodge) and Act One of Swan Lake (Upper School) played with sound technique, sensitivity and aplomb
- Ability to repeat the same class daily across a week or longer as well as the confidence to perform a rehearsed class under student assessment conditions
- Ability to learn new repertoire quickly with some prior notice
- Ability to quickly respond and adapt playing to suit different teachers, dance styles, ages and abilities
- Excellent sight-reading skills
- Proactive and flexible approach to work
- Willing to be involved in all areas of the School's dance initiatives.

As Head Pianist:

- Excellent communication and listening skills, able to build effective relationships with student and staff
- Highly organised, able to problem-solve and with effective time management skills

- Able to establish a strong rapport with staff, assert authority when needed and maintain appropriate boundaries
- Flexible approach to balancing playing/programming time
- Flexible to timetable changes within the hours agreed with the Line Manager
- Willing to review Continued Professional Development for Pianists
- Strong interpersonal skills, able to work effectively as part of a team
- Ability to work with different teachers, pianists and their music preferences
- Ability to manage own learning and to respond constructively to feedback and direction
- Demonstrated ability to work in a high-performance culture with continuous improvement at its core
- Good knowledge of Windows PC systems and Microsoft Office programs such as Outlook
- Empathy with and commitment to the aims and ethos of the School.

DESIRABLE CRITERIA

- A music degree or similar qualification
- Experience in accompanying classes in a School or similar educational environment
- Familiarity with the School and Royal Ballet Company repertoire
- Experience in playing for Contemporary Class.



SAFEGUARDING DUTIES AND RESPONSIBILITIES

The School is committed to safeguarding and promoting the welfare of children and young people and recognises that safeguarding and promoting the welfare of children is everyone's responsibility. The School expects all staff and volunteers to share this commitment to children's safeguarding and to share this child-centred approach. This approach means that staff must consider, at all times, what is in the best interests of the child. Additionally, the following is expected of all staff:

- To uphold the School's policies relating to safeguarding and child protection, behaviour, health and safety and all other relevant policies
- To promote and safeguard the welfare of children and young persons for whom you are responsible and come into contact with
- To report any safeguarding concerns using the relevant channels, such as informing the Designated Safeguarding Lead, in a timely and appropriate manner
- To ensure full compliance with all statutory regulations, particularly the most recent Keeping Children Safe in Education, and to communicate concerns to the Designated Safeguarding Lead, other relevant staff of The Royal Ballet School or local children's services as appropriate.

We are committed to creating an environment where all our employees feel part of our team and can flourish, regardless of their background. We're proud to be an inclusive workplace that promotes and values diversity.

The information detailed here about this role should not be considered encompassing. Over time, the emphasis of the job may change without changing the general characterisation of the role or the level of duties and responsibilities. This information will be periodically reviewed and revised in consultation with the postholder.

**CLICK HERE
TO APPLY**

**CLICK FOR
ASSISTANCE
WITH YOUR
APPLICATION**

**CLICK TO
CONTACT US
IF YOU HAVE
QUESTIONS**

