



NYO Inspire Producer

Application Pack

Play your part at the National Youth Orchestra

The National Youth Orchestra is the UK's leading organisation championing orchestral music as a powerful agent for teenage development. We are a welcoming community where every teenager can play their part in shaping their world through extraordinary music.

It's the greatest adventure a teenager can have in orchestral music where young people develop much more than musical skills.

Every year we welcome over 10,000 teenagers of all backgrounds and different levels of musical ability into a national community to play and share orchestral music. At the centre of the organisation, our Orchestra, known as NYO, is acclaimed internationally as 'the world's greatest orchestra of teenagers' for their dazzling performances. Each NYO musician also plays their part as a leader and role model, sharing music and skills through NYO Inspire and our wider engagement programme.

With music education all but disappearing in state schools, the free programmes provided by NYO are needed more than ever – to ensure all teenagers have the opportunity to develop their confidence and skills for life through sharing and playing music together. Joining the NYO community, they open up to new friends and possibilities. Stepping out to perform, they rise to new challenges. Sharing their passion with other young people, they learn to inspire and lead.

The role

To shape, plan, and deliver NYO Inspire and other engagement projects that enable more young people, particularly those who might otherwise miss out, to access free, high-quality orchestral experiences that build musical skill, confidence, and leadership. The role supports NYO's ambition to engage more teenagers than ever before, amplify youth voice, and foster strong collaboration across the organisation.

This is a broad producing role, spanning a range of activity across the year. You will shape and deliver a portfolio that includes NYO Inspire residencies, schools' concerts and in-school activity, open-access workshops and sustained youth centre engagement. Across these projects you will bring together young people, artists, tutors, partners and colleagues to create ambitious

work that resonates with teenage musicians and young audiences, and that strengthens progression routes across NYO programmes.

This role will suit an ambitious producer with a creative mindset who enjoys making complex things happen, and who is motivated by widening access and raising ambition for young people. You might come from participatory music, arts, education, youth work or live performance contexts, but you will have a strong track record of producing high-quality projects from concept to delivery.

About NYO Inspire and our engagement programme

NYO Inspire is at the heart of NYO's mission to open up orchestral music to a wider and more diverse cohort of teenagers. It provides free opportunities for teenage musicians who face barriers to high-quality music-making, especially those from state schools and backgrounds currently under-represented in orchestral music.

Teenagers on NYO Inspire can progress through a series of projects, including:

- **NYO Unite** – a day of orchestral music making, sitting alongside musicians from the NYO Orchestra
- **Inspire Ensembles** – three-day intensive residencies focused on instrument families, with expert tutor input, exploration of diverse repertoire, and peer leadership by NYO musicians.
- **Inspire Summer Orchestral Experience** (from 2026) – a new project offering a residential weekend of orchestral music making
- **Inspire Orchestra** – an intensive rehearsal residency followed by a schools' tour, combining performances with whole-school musical takeover days.

Our wider engagement programme provides additional access points for teenage musicians, and opportunities for teenagers to experience orchestral music as audiences. These include:

- **Schools' concerts and in-school activity** – musicians from the NYO Orchestra and NYO Inspire come together to deliver performances for school audiences in concert halls, alongside in-school activity combining performance with interactive workshops and pop-up music-making.
- **Youth Centre engagement** – working in partnership with OnSide Youth Zones to deliver sustained creative engagement activities with young people.
- **Open Workshops** – free creative workshops for local musicians, creating opportunities for teenagers to cross the threshold wherever NYO is delivering residency or performance activity.
- **Side-by-side opportunities** – local musicians rehearse side-by-side with the NYO Orchestra, working on exciting repertoire and experiencing orchestral rehearsal from the inside.
- **Free for Teens** – tickets for teenagers to attend NYO Orchestra performances in prestigious venues.

Working at NYO

At the National Youth Orchestra, you'll work as part of a supportive, friendly and adventurous staff team. Learning and personal growth are intrinsic to every role.

Our offices near Holborn in central London are a hive of activity, a space for collaboration and ideas. Hybrid working is standard for most roles, with a flexible and supportive culture. During the year you will be present at NYO projects, concerts and events across the country, sharing music with young people across the UK.

NYO offers a season ticket loan scheme, cycle-to-work scheme, health cash plan, retail and entertainment discounts and a 24/7 counselling and support helpline.

Purpose of the role

The postholder will lead the delivery of NYO Inspire and other engagement projects at NYO, shaping effective and inspiring ways to reach teenagers as participants and audiences, and to deepen their engagement in next-level orchestral music-making and live performance experiences. Through devising and delivering ambitious activity, the role will demonstrate what teenagers can achieve together, creating work that resonates with young musicians, young audiences and partners across NYO programmes.

Working closely with young people, internal teams and external creative partners, the postholder will develop projects that maximise NYO Inspire's musical, personal and social impact by widening and diversifying participation, strengthening relationships across multiple touchpoints, and supporting clear routes for progression into NYO pathways, building on Inspire's recognition as a national model for inclusive, high-impact orchestral engagement.

Reports to:

Head of NYO Inspire

Line management:

NYO Inspire Manager

NYO Inspire Co-ordinator

Key relationships:

Internal

- Programmes team
- Fundraising & Communications team
- Finance & Operations team
- Freelance team (Tutors, Creative Leaders, Stage Managers, Support Team)

External

- NYO and NYO Inspire musicians and other activity participants
- Parents and carers
- Music Hub Leads
- Partner organisations
- Venue managers

Key responsibilities

Leadership

- Work with the Head of NYO Inspire to develop and deliver musical learning and creative activity that supports NYO's strategic priorities for growth.
- Lead design and activity development, working with Creative Associates to translate concepts into clear learning outcomes across all stages of project planning and delivery.
- Act as project lead for NYO Inspire and other engagement projects, with responsibility for complex decision-making and partnership management.
- Take responsibility for artistic and educational integrity, ensuring activities meet the needs of all participants through effective operational planning, delivery, and risk management.

- Work with the Head of NYO Inspire to identify, develop, and sustain key relationships with delivery partners.
- Work directly with young people across the NYO community, empowering them to participate in role-modelling opportunities and develop their musicianship and leadership skills.
- Ensure NYO's *Play Your Part* pedagogical approach is embedded across all activity, including peer-to-peer learning with NYO musicians.
- Activate and support musicians to become flexible, confident music-makers, ensuring performances communicate the power of orchestral music.
- Line manage the NYO Inspire Manager and NYO Inspire Co-ordinator, ensuring they are supported, clear about their responsibilities, and effective in delivering their workloads.
- Supervise freelance delivery teams, including Stage Managers, Librarians, and Residency Assistants, in liaison with the Inspire Manager.

Recruitment & young people

- Work with the Head of NYO Inspire to increase recruitment of young people most in need of opportunities, leading on application moderation and the allocation of project invitations in line with budgets and KPIs.
- Oversee the transition from the NYO auditions process into Inspire and other engagement activity.
- Work with colleagues to ensure all Inspire activity is safe, inclusive, and adaptable to the needs of young people facing a range of barriers.
- Collaborate closely with the Youth Development team to embed community-building and social activity into all projects.
- Work with the Youth Development team to ensure safeguarding actions are in place and appropriate freelance support teams are engaged.
- Support clear and consistent communication with Inspire participants and parents/carers, promoting NYO's values and work and connecting young people to the wider organisation.
- Work with the Youth Development team to identify young people who may benefit from bespoke donor support, maintaining accurate records on Salesforce in collaboration with colleagues.

Activity planning & management

- Lead the planning and on-site delivery of Inspire and other engagement activity, including residencies, rehearsals, workshops, and performances, ensuring effective project management and delivery to agreed timelines.
- Act as a principal point of contact for Tutors, Creative Leaders, and Guest Artists, supporting the realisation of rehearsal processes and performance outcomes that reflect young people's voices and resonate with teenage audiences.
- Liaise with the wider Programmes team to embed Inspire and other engagement activity within other residential projects and concert tours.
- Support the sourcing, contracting, and communication with external venues and accommodation providers, working with the Inspire Manager and Co-ordinator on logistics, timelines, and scheduling.
- Manage budget forecasting and support the processing and approval of invoices and payments.
- Collaborate with the Youth Development team to ensure the effective delivery of activity.
- Oversee and submit risk assessments and evacuation plans for all activity.
- Oversee performance management and audience logistics, delegating to colleagues where appropriate.
- Oversee the distribution and collection of participant evaluations and tutor feedback.

Other duties

- Work with colleagues across the organisation to ensure young people's data is processed in line with GDPR requirements, contributing to the development and maintenance of the organisation-wide CRM.
- Collaborate with the Orchestra Manager to embed Inspire and other engagement activity within wider NYO activity and ensure resources are aligned.
- Work with the Head of Programme Planning to streamline systems and processes.
- Support the Fundraising team by contributing narratives and case studies to support fundraising activity.
- Support the Communications & Marketing team in creating marketing materials and identifying stories for the wider communications plan.
- Adhere to organisational policies, procedures, and values.
- Undertake any other duties reasonably required within the scope of the role.



Person Specification

	Essential	Desirable
Personal attributes		
Strong commitment to NYO's mission and a youth-centred approach to making and sharing orchestral music with teenagers	✓	
Values-led, inclusive and actively committed to equity, diversity and inclusion in programme design and delivery	✓	
Confident, proactive and calm under pressure, with sound judgement in live delivery settings	✓	
Collaborative and relationship-focused, able to build trust with young people, partners, freelancers and colleagues.	✓	
Reflective and improvement-minded, open to feedback and motivated to strengthen quality and impact.	✓	
Experience		
End-to-end delivery of participatory music, arts or youth programmes, including workshops/rehearsals/residentials and performance outcomes	✓	
Project leadership experience, including planning, logistics, risk management and delivery to timelines	✓	
Experience working directly with teenagers, adapting approach to different needs and contexts to create safe, supportive and high-quality experiences.	✓	
Experience of partnership working (for example schools, youth centres, venues or community organisations)	✓	
Experience coordinating and quality-assuring creative/freelance teams (for example tutors, creative leaders, guest artists)	✓	
Line management experience, or strong evidence of readiness to line manage at a senior manager level	✓	
Skills		
Strong project management: able to run multiple workstreams, align stakeholders, and deliver excellent participant experience on the ground	✓	
Excellent communication and facilitation skills, able to work effectively with teenagers, parents/carers, partners, freelancers and colleagues	✓	
Ability to shape creative and educational ideas into deliverable activity with clear outcomes and engaging performance moments	✓	
Strong safeguarding awareness and ability to create safe, inclusive environments; able to apply policy in practice	✓	
Budget and resource awareness: confident monitoring spend, forecasting, and managing practical constraints to deliver sustainably	✓	
Digital and data capability, including maintaining accurate records and handling information appropriately (confidentiality and GDPR)	✓	

Terms and conditions

Salary

£36,000 – £40,000 per annum
dependent on experience

Contract term

Permanent

Hours

Full-time (35 hours a week)

Annual Leave

27 days plus statutory bank holidays

Place of work

10 Great Turnstile, London, WC1V 7JU

Hybrid working policy is applicable

Probationary period

Six months

Notice period

Two months

NYO offers a season ticket loan scheme, cycle-to-work scheme, health cash plan, retail and entertainment discounts and a 24/7 counselling and support helpline.

Most NYO projects take place during school holidays or at weekends and the role is expected to be available throughout the main project periods. This will include weekend and statutory holiday working, for which a TOIL policy is in place.

Equal Opportunities

NYO is an Equal Opportunities employer. Diversity and inclusion are at the heart of our work, and this extends to our recruitment practices. We want to ensure that no job applicant, employee or participant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. Individuals will be selected, promoted and treated on the basis of their relevant merits and abilities. All employees are required to comply with and actively promote this policy.

Safeguarding

NYO is committed to safeguarding and protecting the children and young people that we work with. We have a range of policies and procedures in place and aim to be a sector leader in good safeguarding practice. All employees, contractors, trustees and volunteers are committed to practices that establish and maintain an environment in which the welfare of the young person is paramount; ensure that policies and procedures protect young people from harm, and that all concerns and allegations of abuse will be taken seriously and responded to appropriately.

How to apply

To apply for the role, complete the online application form available at <https://www.nyo.org.uk/about/work-with-us>

The deadline for applications is **Monday 19 January 2026** at 10am.

If you have any questions about the role, please contact recruitment@nyo.org.uk.