

**BBC National Chorus of Wales:
Chorus Director Recruitment
(September 2026)**

B B C
National Orchestra
& Chorus of Wales
Cerddorfa a Chorws
Cenedlaethol Cymreig y BBC

Following almost thirty years as Chorus Director of the BBC National Chorus of Wales (BBC NCW), Adrian Partington is retiring from his role with the BBC NCW in the 2027/28 season. This is a unique opportunity for an experienced, enthusiastic and inspiring choral conductor to take over the reins and play an active role in maintaining and further developing the BBC NCW's reputation as a world-class symphonic chorus.

The post holder will prepare the chorus for performances, broadcasts and recordings, and help shape the future artistic direction of BBC National Chorus of Wales. We are looking for someone with experience directing choruses or vocal groups, who can plan and deliver engaging weekly rehearsals that enable the chorus to achieve professional-quality performances while supporting the growth and development of its membership. We are seeking a Chorus Director that will have extensive knowledge of symphonic choral repertoire and vocal training, and will have strong interpersonal and communication skills. They will be inspiring, engaging and creative in developing the profile of the Chorus.

The Chorus Director will liaise directly with the artistic team at the BBC National Orchestra and Chorus of Wales to shape the choral contribution to the Orchestra's artistic output in concert and in broadcast.



BBC National Chorus of Wales

Made up of over 120 singers, BBC National Chorus of Wales is one of the leading mixed symphony choruses in the UK and, whilst preserving its amateur status, works to the highest professional standards with an international reputation. The Chorus is an important part of the nation's cultural heritage given Wales's unique choral tradition and pedigree.

The Chorus comprises of a mix of amateur singers alongside students from the Royal Welsh College of Music and Drama and Cardiff University. The Chorus, based at BBC Hoddinott Hall in Cardiff Bay, works regularly alongside BBC National Orchestra of Wales, as well as performing concerts alone.

"The BBC National Chorus of Wales step with ease through stirring choruses, blissful songs and weaving counterpoint" – The Times.

Recent performance highlights for the BBC National Chorus of Wales include a powerful rendition of Szymanowski's Stabat Mater at the BBC Proms under the baton of Ryan Bancroft, an evocative performance of Brahms' A German Requiem in the stunning setting of St Davids Cathedral, and a vibrant interpretation of Poulenc's Gloria conducted by Michal Nesterowicz, featuring celebrated soprano Sophie Bevan.

Promoting the music of Welsh composers and contemporary music is an important part of the Chorus' work, with upcoming performances featuring collaborations with Sitar player and composer Jasdeep Singh Degun, composer and conductor Jörg Widmann and recent performances including the second-ever performance of Grace Williams's Missa Cambrensis and premieres of works by many composers, including Kate Whitley's Speak Out.

The Chorus can be heard on BBC Radio 3, BBC Radio Wales and BBC Radio Cymru.

Role Overview

Job Title: Chorus Director, BBC National Chorus of Wales

Reporting to: BBC National Orchestra & Chorus of Wales leadership team, mainly the Director and Head of Artistic Planning & Production

Works closely with: Director, Head of Artistic Planning & Production, Assistant Director for the Chorus, Chorus Manager, Artistic partners of the orchestra

including named & guest conductors, vocal coaches, administrators and chorus members.

Location: Cardiff Bay. Rehearsals held in BBC Hoddinott Hall at the Wales Millennium Centre with concerts regularly taking place in Cardiff, Swansea and London. Other locations across Wales and the UK as needed and arranged on a project-by-project basis.

Hours: Regular rehearsals are Tuesday evenings with additional sessions as required on a project-by-project basis. These are freelance sessions based on BBC NCW concert season.

Remuneration: Compensation for rehearsals and concert days is competitive within the industry and will be discussed separately. Travel expenses for rehearsals and concerts can be discussed.

Term: The Chorus Director will work on a freelance, self-employed basis. The role will have a nine-month probationary period.

Key Responsibilities

The Chorus Director is responsible for the artistic quality of the BBC National Chorus of Wales in all concerts and broadcasts, maintaining the Chorus's reputation as one of the UK's world-class symphonic choruses.

Responsibilities include:

- Lead rehearsals and prepare the Chorus for concerts, broadcasts and recordings. Developing vocal and musical standards for performance
- Liaise with named and guest conductors regarding artistic aspirations and expectations for each piece
- Provide the necessary guidance and direction during rehearsals to help singers reach the concert conductor's artistic aspirations
- Conduct auditions and support membership development, leading on a strategy for growth and attracting new members
- Provide leadership to accompanists, coaches and any associate conducting staff. Work collaboratively with chorus representatives, BBC teams and artistic stakeholders to ensure consistent standards and positive member experience.

- Support the chorus and orchestra's mission to champion Welsh music and contemporary repertoire
 - Nurture relationships with university and college choirs and other music organisations across Wales to ensure an ongoing pipeline of singers into the Chorus including singers from diverse backgrounds
 - Lead chorus members in warm-ups before rehearsals and performances
 - Attend events on behalf of the chorus and advocate for the chorus externally
 - Work collaboratively with the Director and Head of Artistic Planning on artistic planning, partnership development, talent pathways, recruitment, audience engagement and the overall reputation of the Chorus in Wales, the UK and internationally.
 - Demonstrate creativity, collaboration, inclusion, integrity and public service. Lead with respect, openness and a commitment to artistic excellence – embodying BBC Values and Behaviours.
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Person Specification:

Essential:

- Extensive choral conducting experience with proven artistic leadership with a chorus, choir or vocal ensemble
- Experience working with professional orchestras and conductors
- Excellent communication skills
- Strong personal organisational skills, including the ability to plan and manage rehearsals
- Extensive knowledge of choral repertoire and experience in programming concerts
- Ability to inspire volunteer singers to professional standards
- Commitment to contemporary music and championing Welsh culture through the work of the chorus
- Flexibility to work evenings and weekends for rehearsals and performances

Desirable:

- Experience of delivering vocal coaching with choirs
 - Welsh language ability
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Equality, Diversity & Inclusion

BBC National Chorus of Wales seeks to broaden representation across its membership and artistic activity.

We actively welcome applications from all sections of the community, recognising that we are stronger as a diverse team bringing a range of lived experiences to our goals of sharing the wonder of choral music.

Safeguarding

The successful candidate will be expected to support and work within BBC safeguarding policies, undertake relevant training and contribute to creating a safe environment for all participants.

Working Arrangements

The BBC National Chorus of Wales rehearsals are held at BBC Hoddinott Hall, Wales Millennium Centre from 18:45 – 21:00 on Tuesday evenings when preparing for concerts. Additional rehearsals may be scheduled when production demands require it. Piano Rehearsals and Orchestral Rehearsals are arranged during the concert weeks and may be scheduled on other evenings to suit the conductor, soloist(s) and Orchestra's availability.

The BBC NCW schedule is drawn up 6 – 12 months in advance and the successful candidate should be available and committed to attend scheduled rehearsals and meetings with conductors, full tutti rehearsals and performances for each project where they are engaged.

Regular evening rehearsals and intensive concert-week activity mean that flexibility to work evenings and weekends will be required.

Selection Process

The Closing date for applications is **Tuesday 29 September at 16:00**

Interviews and auditions will take place on the afternoon and evenings of Tuesday 3 November 2026 and Wednesday 4 November 2026 in BBC Hoddinott Hall, Cardiff.

Please complete our application form – [BBC National Chorus of Wales: Chorus Director Application Form – Fill in form](#)

Submit a CV and covering letter via email to bbcnw@bbc.co.uk

CVs should include details of relevant achievements and experience as well as educational and professional qualifications.

The covering letter should explain how you meet the requirements in the selection criteria and why you would be right for the role. Please do not submit a covering letter which is any longer than two sides of A4.

Applicants who go forward to stage two of the recruitment process will be invited for interview and taking a short rehearsal with the Chorus. Please indicate if you are can/cannot attend on 3 or 4 November 2026, we are not anticipating hosting any other audition days.

Candidates who are successful in the second round, will be invited to join for a trial project from one of the two options below:

2027			
BBC NCW & BBC NOW – Brangwyn Hall, Swansea (BHS) & Hoddinott Hall (HH)			
Conductor: Jörg Widmann			
Repertoire: Schumann Symphony No. 3; Interval; Widmann Cantata in Tempore Belli (45')			
Date	Time	Venue	Reh/Rep/Activity
Tue 05 Jan	18:45-21:00	HH	Widmann Cantata
Tue 12 Jan	18:45-21:00	HH	Widmann Cantata
Tue 19 Jan	18:45-21:00	HH	Widmann Cantata
Tue 26 Jan	18:45-21:00	HH	Widmann Cantata
Tue 02 Feb	18:45-21:00	HH	Widmann Cantata
Tue 09 Feb	18:45-21:00	HH	Widmann Cantata
Thu 11 Feb	18:45-21:00	HH	Piano Reh
Fri 12 Feb	19:00-22:00	HH	Orch Reh
Sat 13 Feb	Travel		
	11:30-13:30	BHS	Orch Reh
	15:00		Concert
	Travel		
Sun 14 Feb	11:30-13:30	HH	Orch Reh
	15:00		Concert

2027			
BBC NCW & BBC NOW – BBC Hoddinott Hall			
Conductor: Alpesh Chauhan			
Repertoire: María Huld Markan Sigfúsdóttir 1001; Strauss Metamorphosen; INTERVAL; Bruckner Mass No.2 in E Minor			
Date	Time	Venue	Reh/Rep/Activity
Tue 06 Apr	18:45-21:00	HH	Bruckner Mass
Tue 13 Apr	18:45-21:00	HH	Bruckner Mass
Tue 20 Apr	18:45-21:00	HH	Bruckner Mass
Tue 27 Apr	18:45-21:00	HH	Bruckner Mass
Tue 04 May	18:45-21:00	HH	Bruckner Mass
Thu 6 May	18:45-21:00	HH	Piano Reh
Fri 7 May	19:00-22:00	HH	Orch Reh
Sat 8 May	10:30-13:30	HH	Orch Reh
	15:00		Concert

Please let us know if you have any access requirements or require an alternative application format. Further information about the BBC National Orchestra and Chorus of Wales can be found here - <https://www.bbc.co.uk/bbcnow>

If you would like an informal conversation before applying, please contact George Lee, Head of Artistic Planning & Production by email george.lee@bbc.co.uk or call on +447522 994051 if you'd prefer.