



ROYAL  
OPERA  
HOUSE

## ROH Links 2015

### Programme Overview and Information for Applicants

Date: 14th January 2015

#### 1. Programme Overview

ROH Links is a skills sharing and capacity building programme offered by the Royal Opera House to smaller and medium-sized performing arts organizations. The programme has been developed in partnership with Arts Council England to allow us to work with other organizations in receipt of ACE funding to enhance their sustainability and impact by sharing the skills and expertise of our people in a variety of disciplines. The scheme also gives the ROH a valuable opportunity to learn from Links participants about their perspectives and approaches to arts provision in different regional and organizational settings.

The programme is open to professional opera, theatre, ballet or dance organizations, orchestras, choirs, arts venues, digital companies and learning & participation organizations in the arts sector from any geographical or community background. Three organizations are invited to join the scheme each year for a period of up to two years. Each organization is assigned an ROH Partner from within the ROH Executive Team with whom they can discuss their strengths and development needs and identify the areas where the ROH is best placed to offer guidance. Support is provided in the form of 1:1 meetings with senior ROH staff, shadowing opportunities, site visits, conference calls, etc. for up to a maximum of 20 ROH staff hours per year combined.

#### 2. Information for Applicants

The scheme is open to organizations which:

- a) Receive one of the following types of ACE funding:
  - National Portfolio organizations – less than £5 million per year
  - Grants for the Arts recipients – a single grant of more than £15,000 in the last three years
- b) Are not undergoing a significant period of change in governance or senior management
- c) Have a Board or other form of governance which is fully engaged and willing to participate in the programme
- d) Have at least one Director in an exclusive, non-artistic role
- e) Can commit to attending meetings in London for up to 20 hours per year
- f) Have a clear idea of which areas they would like to develop. This might include:
  - Artistic programming
  - Box office management, House management
  - Commercial income

- Development, Fundraising
- Education and outreach
- Finance, Procurement
- Governance, Board management
- Intellectual property and contracts
- Marketing and audience development
- Online content and digital media
- PR and communications
- Production/technical, stage management
- Strategy and planning

Applications should be made under the following headings:

1. Company name
2. Company type (e.g. opera, dance, etc.)
3. Annual revenue in 2013/14 (unrestricted + general, including breakdown of funding sources)
4. Type of ACE funding received and amount
5. Number of productions/concerts per year, or description of how the organization interacts with the public
6. Number of people (audiences) reached per year
7. Organizational structure:
  - a. Number of full-time equivalent employees
  - b. Number of full-time/part-time artists
  - c. Management structure
  - d. Names and roles of key personnel (including Chair) and their length of employment
8. Key contact person (including role within the organization) and contact details
9. Name of Arts Council Relationship Manager (if applicable)
10. Organization's mission statement (if available)
11. Brief description of organization's activities (no more than 500 words)
12. Statement of organization's current strengths (no more than 500 words)
13. Up to 5 development areas that the organization would like to focus on in Year 1, with 1-2 objectives for each area that the organization would hope to achieve by participating in the scheme (no more than 500 words)
14. Brief paragraph from the Board or other governing body outlining why they feel participation would benefit the organization (no more than 500 words)

Applications must be authorised by the chair of the Board or other governing body and by the individual who will be the key point of contact.

Arts organizations interested in the scheme should submit their completed applications by email to [peter.mraz@roh.org.uk](mailto:peter.mraz@roh.org.uk) by **5pm on Tuesday 24th February 2015**. A maximum of six organizations will be invited to Conversation Day at the Royal Opera House on **13th March 2015**, which should be attended by the organization's Chair, CEO (or MD) and one other member of senior management. Three organizations will be selected by a panel of people from the ROH and ACE and invited to join the scheme in 2015.

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## FAQs

*Why is the Royal Opera House offering ROH Links?*

The Royal Opera House is a resource for the nation. Our knowledge and experience is already widely shared; playing a leading role in initiatives such as the establishment of a National Skills Academy for Creative and Cultural Skills. We now want to offer an expanded programme of support to the sector, sharing more widely the skills of our people so that we as an organization can affect positive change.

*Will the Royal Opera House be able to deliver the changes as well as share experience?*

This programme is about sharing best practise and experiences. Participating organizations need to have sufficient administrative capacity to incorporate changes themselves, and won't be able to rely on the Royal Opera House to fill gaps in staffing or implement any recommendations.

*How do I apply for a job at the Royal Opera House?*

Please visit our [Work Here](#) page for information about current vacancies, casual and freelance opportunities, work experience, apprenticeships and the Jette Parker Young Artists Programme.