



Selection Process for the Future Artistic Leadership of Opera Australia

Background

Opera Australia (OA) is responsible for sustaining and developing opera in Australia. Each year it presents over 220 mainstage performances at the Sydney Opera House and The Arts Centre, Melbourne. In fulfilling its mandate as the country's national opera company, it also gives performances throughout regional Australia and has developed educational programs and schools performances throughout New South Wales and Victoria. OA's productions are seen regularly in other Australian Capital Cities and overseas.

OA employs over 1,000 artistic and technical people each year, including Australia's only full-time professional chorus and the Australian Opera and Ballet Orchestra. It also has a very close collaboration with Orchestra Victoria. OA's current operating budget is in excess of \$70 million.

It is the largest theatrical and musical performance company in Australia.

OA's mission is to enrich Australia's cultural life with exceptional opera. As well as sustaining and developing Australian artists and investing in associated theatrical support structures, Opera Australia must connect with the widest possible audience.

Following the untimely death of its musical director, the late Richard Hickox CBE, Opera Australia must now design and establish its future artistic leadership.

Process for selection

A Selection Committee will be established to consult and advise on a preferred structure for artistic leadership, and to oversee the search process and recommend a candidate to the full Board.

The Selection Committee will include four members of Opera Australia's Board - Chairman Dr Ziggy Switkowski, David Malouf AO, Anson Austin OAM and Tim McFarlane - and Opera Australia's Chief Executive, Adrian Collette AM. Other Board members will be invited to join the consultations whenever possible.

The work of the Committee will proceed in 2 stages:

Stage 1 – Consultation

Members of the Selection Committee will consult externally with:

A selected panel of eminent professionals: The panel will include Neil Armfield AO, (opera and theatre director); Richard Mills AM, (composer, conductor, and music director); Jonathan Summers and Yvonne Kenny AM (opera singers); Sarah Billingham (Manager, Artistic at The Metropolitan Opera) and Trevor Green (Managing Director of the Melbourne Symphony Orchestra). Members of the panel have significant Australian and international experience.

Other major opera companies: benchmarking artistic leadership structures used by opera companies of similar size overseas.

Significant performance partners: for example, representatives from Orchestra Victoria, The Australian Ballet, The Sydney Opera House and The Arts Centre, Melbourne.

In addition, the Selection Committee will take account of any submissions and suggestions already made in the context of earlier and ongoing Board consultations with stakeholder groups. It will also welcome any additional submissions made in the consultation period from suitably qualified professionals. These should be emailed to OA's Director of Human Resources, Tony Dolk, via tony.dolk@opera-australia.org.au.

The Selection Committee will consult internally with:

Senior Artistic Management of OA: Assistant Music Director, Tony Legge; Artistic Administrator, Ian McCahon; Chorus Master, Michael Black; General Manager of the AOBO, Ed Hossack; Concert Master of the AOBO, Aubrey Murphy; and Technical Director, Chris Yates.

Further representatives of the major artistic departments of the company: the Australian Opera and Ballet Orchestra, the Opera Australia Chorus, Principal singers – permanent ensemble and free lance, Opera Australia's music staff, Opera Australia's resident directors, technical personnel including workshop, wardrobe and stage management.

The process of consultation will begin immediately and should be completed within 4 – 6 weeks.

Stage 2 – Search for a suitable candidate

Following these consultations, an announcement will be made on the artistic structure that will be put in place.

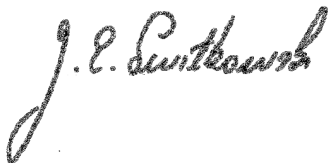
A job description will be developed and the position/s will be advertised nationally and internationally.

The Selection Committee will interview the applicants and make a recommendation to the Board.

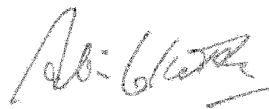
We expect this stage of the selection process to take approximately an additional 3 months.

An appropriate public announcement will be made by the Board at the conclusion of the selection process.

Opera Australia's recently appointed Director of Human Resources, Tony Dolk, will take administrative responsibility for the processes of consultation and selection.



Ziggy Switkowski
Chairman



Adrian Collette
Chief Executive

January 21, 2009