



## Musician Callout Information Pack

*Updated 15<sup>th</sup> December 2020*

### Introduction

We are looking for D/deaf and disabled professional-level musicians, composers, and music creators based in the UK to join our ensemble. We have many exciting projects in the pipeline for 2021 and beyond, and this is your chance to play a part in our truly unique orchestra.

We are looking for musicians, vocalists, music makers and composers from across the spectrum. Whether jazz is your thing or electronica; classical or drum & bass; folk or R&B - we want to hear from you. You do not need to have had professional or classical training, but you must be able to play (sing, compose, or perform) to a professional level.

We've made the process of applying as simple as possible: all applicants are asked to complete a short application either in written or video format, along with links and any other supporting evidence of their music-making.

After reviewing the applications we will invite those we'd like to hear more from to a day-long workshop in March 2021 led by Artistic Director, Charles Hazlewood, and Associate Music Director, Lloyd Coleman. The format of the workshop will be subject to government guidance on COVID -19 at the time and will either take place in our home city of Bristol or online. Shortlisted applicants will be paid for their time and we will reimburse any travel expenses incurred. If it takes place in Bristol, we will also offer an online alternative for those who are unable to travel due to the pandemic.

If it feels like a good fit from both sides, you will be invited to join our fast-expanding talent roster. It's from this pool of musicians we draw for almost all of our projects. That means that you too could be headlining main stages at major music festivals like Glastonbury and WOMAD, appearing on television and radio, and touring the globe; inspiring audiences with the power of music-making.

All the information you need to know about the application process, what we are looking for, and what we can offer you, can be found in this information pack. If you still have more questions, please visit the [Musician Callout FAQs](#) section on our website.

### Access

If you require the information in any other format please contact us on [applications@paraorchestra.com](mailto:applications@paraorchestra.com) and put the word ACCESS in the subject heading.

### Key Dates

Applications open on Monday 9th November 2020 at midday

Applications close on Monday 8<sup>th</sup> February 2021 at midnight\*

Workshop for shortlisted applicants will be held in March 2021

## Who are we?

We are the world's first integrated ensemble of disabled and non-disabled musicians. Founded by conductor and Artistic Director, Charles Hazlewood, in 2012, Paraorchestra creates [exceptional music-based experiences](#) for the broadest possible audience. Based in Bristol, England, we collaborate with an array of brilliant artists and organisations to create ground-breaking, inclusive work, touring nationally and internationally.

We are not a traditional symphony orchestra. Our musicians lie at the heart of the creative process, and our raison d'être is to increase opportunity and exposure for the very best D/deaf and disabled musicians.

## Who are we looking for?

We are looking for professional-level musicians who identify as D/deaf or disabled and share our vision for creating truly inclusive musical experiences - regardless of the genre (or genres) of music you work in. We are looking for fearless, adventurous musicians who thrive when working under pressure with high-profile guest artists and to large-scale audiences. We also want to hear from those who have a genuine sense of curiosity and adventure - as our output ranges from Kraftwerk to Ligeti to Barry White to Beethoven! Being able to play or compose to a high standard is simply the baseline for us - we also need to see you demonstrate a passion and commitment to sharing live music with an audience.

## What can we offer you?

Successful applicants will be invited to join the 'pool' of Paraorchestra musicians. From this collective, we approach musicians to join rehearsals and performances on a project-by-project basis, in the UK and internationally. This allows the Paraorchestra a maximum degree of flexibility when putting together future plans, and ensures musicians are suited to the projects and opportunities they are offered.

For music creators and composers, membership of Paraorchestra could take several forms. Obviously, if you play an instrument or sing as well as composing, then you might perform with us. Depending on your composing skill set, you might also be called on for commissions, arranging or transcribing jobs. The nature and frequency of these are entirely dependent on what's needed by Paraorchestra, but we hope by giving composers and music creators access to other musicians in the talent pool that you will find a rich resource of talent willing to test out your ideas and collaborate on artistic projects of your own.

At least once a month, we invite our core pool of players and music creators to an online Zoom meeting hosted by the Associate Music Director. We understand this could be especially useful for music creators, as composing is often a solitary vocation where the chance to collaborate with other musicians are limited.

Our flexible orchestral model means many of our musicians are able to protect other income streams (such as other performance engagements, teaching or working outside the music industry). Our fees vary from project to project but are in line with Musician Union rates.

Access is embedded in everything we do at Paraorchestra and there is a team of people who work closely with our musicians to ensure that all access requirements are met from beginning to end of any project. Following the social model of disability our aim is to work alongside our artists, building strong relationships and learning how they wish to best be supported, instead of a 'one size fits all' approach. We focus on removing barriers, enabling our musicians to focus on their music.

## What are the application criteria?

In order to apply, you must:

- Be 18 years old or over - there is no upper age limit
- Identify as D/deaf or disabled
- Perform, compose, or create music to a professional level
- Be a resident in the UK

## Key dates:

Applications opened: Monday 9th November at midday

Applications close: Monday 8<sup>th</sup> February 11.59pm\*

Workshop for shortlisted applicants: March 2021 – date TBC

## How do I apply?

We welcome applications either via a written application form or a video.

Whether you apply in writing or are submitting a video application you will be asked to provide answers to five questions to give us a sense of who you are and why you want to work with Paraorchestra. You should also include examples of your work via separate links to online or privately hosted content.

Please also include a completed [Equality and Diversity form](#) along with your application. All information is confidential and is for monitoring purposes only.

### ***Applying in writing:***

You can access the [application form here](#), maximum word counts are provided.

Please complete the form and submit it along with your completed [Equality and Diversity Form](#).

### ***Applying with a video:***

Please see our [Guidance for Applying via video](#)

Please ensure your video is no longer than 10 minutes in total.

## Access support

If you have any access requirements, require the application form in an alternative format, or need support putting in an application, please contact us on [applications@paraorchestra.com](mailto:applications@paraorchestra.com) and put the word ACCESS in the subject heading.

## Do you have some more questions?

Please visit the [Frequently Asked Questions](#) page on our website. If you do not find the information you are looking for please send us an email on [applications@paraorchestra.com](mailto:applications@paraorchestra.com).

## What happens next?

The closing date is **Monday 8<sup>th</sup> February 2021 11.59pm\***. We're a small team so please bear with us if you don't receive a reply straight away – we aim to get back to everyone within 30 days.

Successfully shortlisted applicants will be invited to join a workshop either in person or via a web link in March 2021 (subject to Covid-19 restrictions) and meet with our Artistic Director, Charles Hazlewood, our Associate Music Director, Lloyd Coleman, along with some current Paraorchestra musicians.

*\* Update: We have received some brilliant submissions for our musician callout so far and are incredibly excited by the talent and variety of music makers who have applied. However, we recognise that the tail end of what has already been an exceptionally difficult year is presenting challenges for some musicians to develop an application in time. Furthermore the recent national lockdown and the tier system is presenting logistical challenges for some in ensuring they can travel safely to a workshop or audition. Our model is to recognise and adapt to the challenges faced by musicians who identify as disabled and hence we have made the decision to extend the deadline from the originally published 21<sup>st</sup> December 2020 to 8th February 2021.*