



## **Musician Callout Information Pack**

### **Introduction**

We are looking for D/deaf, disabled and neurodivergent professional-level musicians based in the UK to join our ensemble. We have many exciting projects in the pipeline for 2024 and beyond, as well as our newly launched Artist Development programme - Modulate, and this is your chance to play a part in our truly unique orchestra.

We are looking for musicians and vocalists 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 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 an audition in February 2024 led by Artistic Director, Charles Hazlewood, and Associate Music Director, Lloyd Coleman. The auditions will be taking place in our home city of Bristol and shortlisted applicants will be paid for their time and reimbursed for any travel expenses incurred.

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 [artistdevelopment@paraorchestra.com](mailto:artistdevelopment@paraorchestra.com) and put the word ACCESS in the subject heading.

## **Key Dates**

Applications open Monday 6th November 2023  
Applications close on Monday 8th January 2024 at 10am  
Auditions will be held in Bristol on Monday 19th and Tuesday 20th February 2024.

## **Who are we?**

We are the world's first 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, disabled and neurodivergent musicians.

### **Who are we looking for?**

We are looking for professional-level musicians who identify as D/deaf, disabled or neurodivergent 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.

### **Are all instrument types welcome?**

We welcome applications from any instrument, however, there are six specific instrument types - clarinet, horn, tuba, viola, voice and classical piano - where we are currently oversubscribed within the ensemble. It is therefore extremely unlikely we will be able to take on new performers in these disciplines, although do apply if you feel strongly we should know about you!

Please note, we are not accepting applications from composers or arrangers this year, unless they perform with an instrument to a professional level too.

### **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.

Paraorchestra musicians can also access our artist development programme, Modulate. This programme was launched in autumn 2023 with the aim of supporting the creative development of members of the Paraorchestra ensemble. The Modulate programme includes talks and workshops on different aspects of music making, our annual Musician in Residence programme as well as opportunities for funding including small grants to enable musicians to go and see work and commissions to kick start their own creative ideas.

Once a month, we invite our ensemble to an online Zoom meeting hosted by the Modulate team. This is an informal session and offers an opportunity for us to spend social time together as an ensemble and also for the Paraorchestra team to keep the ensemble updated on upcoming projects and organisational news.

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, disabled or neurodivergent
- Perform, compose, or create music to a professional level
- Be a resident in the UK

## **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 [artistdevelopment@paraorchestra.com](mailto:artistdevelopment@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 [artistdevelopment@paraorchestra.com](mailto:artistdevelopment@paraorchestra.com).

### **What happens next?**

The closing date is Monday 8<sup>th</sup> January 10am.

Successfully shortlisted applicants will be invited to audition in person on Monday 19<sup>th</sup> or Tuesday 20<sup>th</sup> February 2024 in Bristol and meet with our Artistic Director, Charles Hazlewood, our Associate Music Director, Lloyd Coleman and other members of the Paraorchestra team.