

Norwich Theatre is producing *The All New Adventures of Peter Pan* as this year's Christmas Pantomime at Norwich Theatre Royal. Directed by Andrew Lynford.

Norwich Theatre celebrates the best of traditional pantomime while creating a bold, original and joyful festive adventure.

Norwich Theatre is seeking to contract the following for this work:

Band Member – Assistant MD/Keys 2

We're particularly keen to hear from pianists who play an additional instrument however it is not essential.

Project Brief

Norwich Theatre is in search of a professional, trained and self-motivated Assistant MD and Keys 2 for *The All New Adventures of Peter Pan*.

Please note that this is a temporary, freelance role that will start 23 November and finish on 3 January 2027.

As an inclusive organisation, we welcome all applications from individuals from all backgrounds.

Role Brief

This role will work with the Musical Director and the Band to provide the musical elements of Norwich Theatre Royal's pantomime *The All New Adventures of Peter Pan*. You will attend an agreed set of rehearsals and perform at all performances across the run of the production; all will take place at Norwich Theatre. You will also assist the MD with the smooth running of rehearsals and shows; responsibilities may include but are not limited to:

- Attend cast rehearsals to support the Musical Director
- Act as the rehearsal pianist when required
- Learn the show, and help teach the music to the acting company
- Cover conducting when required
- Run cover/swing rehearsals, junior rehearsals and clean-up calls when required
- Run vocal warm up sessions (at the discretion of the Musical Director)
- Work alongside your team, other technical departments, stage management, the acting company and resident creative team members to ensure the efficient flow of information as necessary

Criteria

	Essential	Desirable
Experience & Knowledge	• Past experience of playing for professional theatre productions, with possible experience of, or at least the understanding of, a silent pit. • Experience of working with in ear monitoring • Experience conducting • Experience teaching vocal music to performers with a range of musical abilities. • Previous experience as an Assistant Musical Director, Rehearsal Pianist, Deputy Musical Director or in a similar role on a professional musical theatre production. • Experience accompanying singers and leading vocal rehearsals. • Experience working with professional performers, musicians and creative teams. • A thorough understanding of theatre rehearsal processes and production workflows. • An understanding of rehearsal etiquette, confidentiality and professional theatre practice.	• Experience working on large-scale family musicals or pantomimes. • Experience working with child performers and supporting junior company rehearsals. • Experience programming keyboards or using playback/software such as MainStage, Logic Pro or QLab. • Knowledge of Equity and UK theatre rehearsal and performance practices.
Attributes	• Good reader, comfortable with traditional notation and chord charts, with the ability to embellish basic parts. • Strong attention to detail and a commitment to maintaining the artistic integrity and musical standards of the production.	

Skills	• Ability to read full band scores and vocal arrangements. • Highly proficient and comfortable playing to click tracks. • Excellent piano accompaniment skills, with the ability to confidently accompany rehearsals and vocal sessions. • Strong conducting skills, with the confidence to step in and conduct rehearsals and performances in an emergency • Strong organisational skills • Excellent communication and interpersonal skills. • The ability to identify and communicate notes clearly and constructively to performers and musicians if required • Professional-standard piano skills.	• Ability to play at least one additional instrument alongside piano/keyboard.
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Organisational Wide Responsibilities

- To demonstrate and promote our core values of Creativity, Impactfulness, Honesty, Kindness, Inclusivity and Bravery
- To seek to advance Norwich Theatre's vision "To make all of our Creative Experiences have wide reaching positive impact."
- To ensure you are always an ambassador for Norwich Theatre's mission: "To provide creative experiences, rooted in the art of Performance and secure in our sense of Place, which generate positive impact for all People and inspire Prosperity in all its forms."
- To comply with all Norwich Theatre policies including Safeguarding, Equal Opportunities, Health and Safety, IT, Data Security and Protection
- To undergo any training necessary to fulfil the duties of this role and to develop its contribution to the organisation

Commitment Required

Rehearsal Period in Norwich:

Band Member – Assistant MD/Keys 2

Rehearsals start in Norwich on Monday 23 November 2026. A full rehearsal schedule is not as yet available but as a guide, rehearsals will run from 9.30am until 6.30pm.

Technical rehearsals start on Sunday 29 November and will run from approximately 9.00am until 10pm. Dress rehearsals are scheduled for Friday 4 December.

Performance Period: The first public performance will be on Saturday 5 December at 1pm. Press Night is Wednesday 9 December at 7.30pm. The final performance is Sunday 3 January 2027 at 4pm. A full performance schedule is included at the end of this brief and forms part of this contract.

Due to the nature of this contract, successful applicants will be required to attend all dates as stated in the attached schedule. Rest days are outlined in the schedule.

Fees and Contract

Fee: Band Members will be paid the relevant rates as detailed within the MU/UK Theatre Commercial Sector Rates.

How to Apply

Please submit a full biography/CV outlining all relevant previous experience along with an expression of interest (no more than 500 words) outlining why you are interested in your chosen role and how your experience meets the criteria outlined above. Please feel free to include links to personal websites or online video examples of previous work within this.

We are also very happy to accept video or audio recordings if preferred – please send these as a password protected file on YouTube or Vimeo. Please ensure that video expressions of interest are no longer than 500 words, and no longer than 4 minutes.

Please send applications and enquiries to producing@norwichtheatre.org

Closing Date for Submissions: 4pm on Friday 24th July 2026

Selection: The selection process will be chaired by the Musical Director (Gabrielle Ball) and include the Creative Programmes Director (Wendy Ellis). Decisions will be based on the criteria above as well as a commitment to ensuring that candidates live Norwich Theatre's values.

ABOUT US

Norwich Theatre

Norwich Theatre is one of the leading arts organisations in the UK and the largest in the East of England, encompassing the historic Theatre Royal, the creative hub Stage Two, and the intimate mid-scale Playhouse. We present, produce and co-create a vibrant programme of live performance and creative engagement activities to entertain, enrich and inspire audiences of all ages and backgrounds, and we work with national and international partners to ensure we bring the very best theatre to our region.

We are an independent not-for-profit charity with no regular public funding, and rely on a share of ticket sales, one-off grants, fundraising/membership schemes and other commercial activities to deliver the work we do both on stage and in communities.

Day	Date	Activity	Timings
Saturday	05/12/2026	Performances	1pm/5pm
Sunday	06/12/2026	Performances	11am/4pm
Monday	07/12/2026	Company Day Off	
Tuesday	08/12/2026	Performances	10:30am/2:30pm
Wednesday	09/12/2026	Performances	10:30am/7:30pm
Thursday	10/12/2026	Performances	1pm
Friday	11/12/2026	Performances	1pm/7:30pm
Saturday	12/12/2026	Performances	2:30pm/7:30pm
Sunday	13/12/2026	Performances	1pm/5pm
Monday	14/12/2026	Company Day Off	
Tuesday	15/12/2026	Performances	10:30am/5pm
Wednesday	16/12/2026	Performances	1pm/7:30pm
Thursday	17/12/2026	Performances	1pm/6pm
Friday	18/12/2026	Company Day Off	
Saturday	19/12/2026	Performances	2:30pm/7:30pm
Sunday	20/12/2026	Performances	1pm/5pm
Monday	21/12/2026	Performances	2:30pm/7:30pm
Tuesday	22/12/2026	Performances	2:30pm/7:30pm
Wednesday	23/12/2026	Performances	2:30pm/7:30pm
Thursday	24/12/2026	Performances	1pm/5pm
Friday	25/12/2026	CHRISTMAS DAY/OFF	
Saturday	26/12/2026	Performances	2:30pm/7:30pm
Sunday	27/12/2026	Performances	1pm/5pm
Monday	28/12/2026	Performances	1pm/5pm
Tuesday	29/12/2026	Performances	1pm/6pm
Wednesday	30/12/2026	Performances	2:30pm/7:30pm
Thursday	31/12/2026	Performances	1pm/5pm
Friday	01/01/2027	NEW YEARS DAY/OFF	
Saturday	02/01/2027	Performances	1pm/5pm
Sunday	03/01/2027	Performances	11am/4pm