

2025-26 Associate Artist Recruitment Pack



The Role

Title	Associate Artist
Location	National and international
Hours	Freelance
Remuneration	At least £7,500 worth of work across the year paid at full Tenebrae rates
Duration	12 months: from 1 September 2025 to 31 August 2026
Key Contact	Learning & Connection Producer

The Associate Artists programme is Tenebrae’s flagship fellowship scheme, giving young professional singers an opportunity to develop their musicianship through support and guidance from members of Tenebrae choir and the choir’s Artistic Director, Nigel Short – one of the UK’s most acclaimed choral conductors. The role is equally made up of first-class choral singing training and exceptional Learning & Connection work experience.

Tenebrae’s Associate Artists are fundamental to Tenebrae’s Learning & Connection work, and to the choir. As an Associate Artist, you will become a regular member of the choir, singing with Tenebrae in their national and international performance and recording schedule, and you will develop a close bond with at least one of our Tenebrae Schools Partners. Alongside regularly singing with Tenebrae, you will engage in fortnightly workshops with our education partners and be involved in our ad-hoc Tenebrae Effect Workshops wherever possible.

About Tenebrae

Tenebrae is one of the world’s leading vocal ensembles, renowned for its core values of passion and precision. Founded in 2001 by director Nigel Short, the choir performs around 60 concerts each year across the UK, Europe, the US and further afield, including at some of the world’s most prestigious concert venues and festivals. Recognised for its unique blend, the choir has earned two BBC Music Magazine Awards, a Grammy nomination and an Edison Classical Music Award. Alongside its busy concert and recording



schedule, Tenebrae delivers a rapidly growing Learning & Connection programme, working with hundreds of children, young people and amateur singers each year. The charity operates with a small team of administrative staff. All our musicians are freelance.

Key Responsibilities

As an Associate Artist, you will sing as a full member of the choir, and you will develop your music leadership skills through regular involvement in our Learning & Connection programme. Across our Learning & Connection activities, we engage with a wide range of singers from all ages and backgrounds, providing you with an opportunity to build on your initial training and practise your skills in a broad range of contexts.

Your responsibilities will include:

- Punctually attending all Tenebrae rehearsals and concerts for which you are booked, preparing music in advance of rehearsals
- When possible, taking part in the Associate Artist tour for the season; touring as a cohort sometimes with Nigel Short, to perform consort repertoire in venues across the country
- Working as part of our broader workshops team, leading the delivery of singing and creative music-making workshops and performance activities for primary schools on our Tenebrae Schools programme.
- Working in pairs or small groups, occasionally with Nigel Short, to lead 'Tenebrae Effect' workshops for student/university/amateur/community choirs covering all ages and abilities in many of our touring locations
- Designing and leading the delivery of choral workshops and activities for our education partners at Ealing Music Service and London Youth Choir. You will be working with (or instructed by) their respective directors, to ensure sessions are well structured, targeted and effective.

Person specification

Essential

- A strong musician with excellent singing technique and ensemble skills
- An interest in and commitment to Learning & Connection work
- Great people skills; able to communicate effectively with a variety of people at all levels
- Willingness to learn and improve

Desirable

- Previous experience of freelance singing work

What you will receive

Associate Artists are offered at least £7,500 worth of professional work per season paid at the full Tenebrae rates. There is no obligation for Tenebrae to engage Associate Artists for every project and, whilst you do not need to commit to all the work offered, you are strongly encouraged to do so in order to aid your professional development. This applies to both the Learning & Connection and the performing work.



You will also receive support and advice from members of Tenebrae through mentoring and termly check-in meetings with Tenebrae's Learning & Connection Producer.

More information and background to the programme can be found on our website [here](#).

What we expect

We appreciate that as part of developing your portfolio career, you will be working with other ensembles and organisations alongside Tenebrae and we encourage this. However, we expect that you will prioritise the engagements and commitments to Tenebrae during your year with us.

Once you accept a particular engagement, you are expected to fulfil that engagement unless unable to do so due to illness or injury. This includes attending any related rehearsals which you are asked to attend.

All Associate Artists will be required to abide by our Safeguarding Policy and Code of Conduct, and to act as ambassadors for Tenebrae.

How to apply

In order to apply, please fill out [this form](#), and send two video recordings of yourself singing two pieces of music; one English song and another piece of your choice. Please exclude any da capos in your second piece. These videos may be taken on a smartphone or tablet and need not be of professional quality. These should be sent to our Operations Manager, Eleanor Hunt eleanor@tenebrae-choir.com by 12 noon on **31st December 2024**.

Second round screened auditions will be held on Tuesday 21st January 2025. If you know that you are not available on this date, please indicate this on your application form.

Tenebrae will be undertaking screened auditions, and a number of steps will be taken to ensure anonymity.

First round – The panel will shortlist anonymised recordings to invite candidates to audition in person. [Your video will be separated from the audio track once received and the panel will only hear the audio content.]

Second round – Anonymised versions of shortlisted candidates' completed application forms will be given to the panel, and auditions will take place behind screens. The audition will consist of the following: two prepared pieces – one English song and one other piece of your choice, excluding any da capos in your second piece – and three short pieces of sightreading. The prepared pieces may be the same as those submitted for the first round of auditions. Please also be prepared to sing some scales to show the extent of your range. An accompanist will be provided, and candidates will have the opportunity to briefly rehearse with them before the audition. A warm-up room will also be provided. After the audition, candidates will be interviewed by our Learning & Connection Producer.

Third round – Prospective Associate Artists will be invited to join a Tenebrae rehearsal on a convenient date. The outcome of this final stage will be communicated to auditionees after the rehearsal by email.

At Tenebrae we believe that everyone should have equal opportunities to succeed, regardless of their age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. If you feel you are suitable for this role, then we would love to hear from you, regardless of your background or circumstances. If you have additional access needs, please let us know and we will work with you to accommodate your requirements.