

Orchestra Manager

The Norwegian National Opera & Ballet (DNO&B) is the country's largest music and performing arts institution. In a typical year, there are over 300 performances and concerts at the Opera House, with approximately 370,000 visitors, including educational outreach. DNO&B is a diverse workplace with about 630 employees from 40 nations, spread across 40 different professions.

The Position

The Norwegian National Opera & Ballet is looking for a clear, motivating, and collaborative Orchestra Manager with a solid understanding of orchestral operations and experience in personnel and administrative leadership.

As Orchestra Manager, you will have the main responsibility for the daily operation of the orchestra and the music division. Leadership is shared between the Music Director and the Orchestra Manager, where the Music Director [Edward Gardner](#) has artistic responsibility and the Orchestra Manager the administrative. Both report to the Chief Executive Officer. The Opera Orchestra consists of approximately 100 musicians, and the orchestra administration comprises 8 employees.

Who are we looking for

We are seeking for someone who – in close collaboration with the Music Director and the rest of the leadership team – will contribute to realizing DNO&B's ambition to present opera and ballet of the highest international quality to a broad audience.

Your Areas of Responsibility

As Orchestra Manager, you will be responsible for ensuring consistent and effective operations of the opera orchestra and for securing strong cooperation with the opera and ballet administrations in activity planning. The position includes:

- Personnel responsibility for orchestra musicians and the orchestra administration
- Planning and resource management for the orchestra's participation in opera, ballet and concert productions
- Responsibility for following up and implementing the artistic goals set by the Music Director, within defined financial and administrative frameworks
- Responsibility for budgeting and financial follow-up of the music division's operations
- Responsibility for health, safety and environment within the music division, including fostering a healthy and safe working environment
- Ensuring good dialogue and constructive cooperation with union representatives, safety representatives and the orchestra's professional groups

Qualifications

We are looking for a candidate who has:

- Strong understanding of orchestral operations, preferably with a musical background and experience in cultural management
- Solid and documented experience in personnel leadership, preferably of larger groups
- Relevant higher education
- Experience with financial management and budgeting
- Strong communication skills in both Norwegian/Scandinavian and English
- The ability to work in a solution-oriented manner and collaborate across professional areas
- Structure, accuracy and strong implementation capacity
- High work capacity and the ability to manage several parallel projects and processes

Why Work with Us?

At, The Norwegian National Opera & Ballet you will be part of an inspiring and ambitious international environment. You will have a key role close to the artistic processes, and with a real opportunity to help further develop one of Norway's most important music and performing arts institutions.

We offer

- An exciting and challenging leadership position
- A professionally strong and pleasant working environment
- Good pension and insurance schemes
- Favorable vacation arrangements
- Salary negotiable

Questions about the position

Questions about the position can be directed to our advisor at Hodejegerne, Åsta Braathen, tel.: +47 98 90 10 25, braathen@hodejegerne.no

The Norwegian National Opera & Ballet seeks a work environment characterized by diversity and inclusion and encourages all qualified candidates to apply regardless of background.

Application deadline: 17.03.2026

A public list of applicants will be prepared for this position. Applicants must justify any request for exemption. If the exemption is not accepted, the applicant will be notified and may have the opportunity to withdraw their application