

JOIN THE SWAP'RA TEAM

Are you passionate about improving working conditions for parents and carers who work in all areas of the opera sector? Do you want to be a part of the conversation and the rebalance of gender representation across creative and leadership roles in opera and classical music?



SWAP'ra is made up of an energetic volunteer team of directors, singers, instrumentalists, arts managers, producers and educators. Join us today to be a part of this movement!

Since our launch in 2018, we have:

- produced fantastic performances highlighting women composers and artists.
- created supportive communities for opera parents and carers and marginalised women instrumentalists.
- brought together UK opera companies to develop revised working practices.
- supported opera parents financially with a covid emergency fund, and much much more.

SWAP'ra is led and governed entirely by a dedicated team of volunteers who share a collective passion for our cause. We are now looking for new volunteers to join our management team as the organisation enters an exciting period of development. We work in very flexible hours around our own individual careers and caring responsibilities, and the work is extremely rewarding. We'd love our team to grow in skills and diversity, enabling us to deliver the plans we have yet to carry out since our launch in 2018. We are also working towards moving to a more sustainable operating model in terms of team remuneration.

"It's hard to put into words just what a profound effect SWAP'ra has had on my life. To feel like we are making a real difference for future generations of women and parents makes me overwhelmingly proud, and has given me an unexpected confidence as a performer. As artists in this day and age, we all need to add as many skills as possible in order to have the portfolio careers that most people need in order to make a living. I've learnt so much about budgets, funding applications, making spreadsheets, marketing, branding, human relations, teamwork and so many transferable skills which I am very grateful to be able to add to my CV. Having something else in my life that matters so very much has helped me to put less pressure on myself as an artist. The work is hard and intense, but so enormously rewarding."

- Kitty Whately, SWAP'ra Co-Founder

"Being part of the SWAP'ra Team has equipped me with skills that have carried me through in to exciting and new pathways, but the way it has enriched my life as an artist is something I hadn't expected. I adore working within this team and the dedication and commitment of my colleagues is so inspiring. There is an inherent feeling of joy at being part of something that has already made such a difference within our precious industry"

- Madeleine Pierard, SWAP'ra Co-Founder

REQUIREMENTS FOR OUR TEAM

- Active engagement and participation in SWAP'ra projects, whether as a project lead or supporting project development/delivery
- Regular attendance at SMT & project meetings (average 2 x month minimum)
- Capacity to commit to an average of 16 hours/2 days per month to SWAP'ra (to include meetings, administration, project development etc)
- Clear communication and transparency about availability and capacity

If you'd like to join the passionate SWAP'ra team and support this important movement, please get in touch at admin@swap-ra.org and let us know what you would bring to the role!

"When we founded SWAP'ra four and a half years ago, I couldn't have imagined how centrally it would feature in my life. Working with a team of inspiring women on a cause we are all deeply passionate about is life-affirming and I'm incredibly proud of the impact we've had so far. Being part of such a tight-knit organisation has empowered me to take an active role in looking for solutions to problems of inequality, rather than watching hopelessly from the sideline, at the same time as driving forward my directing career. Not only do I feel a strong sense of purpose through our work, but SWAP'ra has facilitated the ongoing development of my portfolio career and led to opportunities that I would never have considered without it. As a freelancer it's rare to feel part of a team for more than the length of each contract, but my SWAP'ra colleagues are a constant, reassuring, and supportive presence in an otherwise unpredictable world."

- Sophie Gilpin, SWAP'ra Co-Founder

