

**Chair Recruitment Information 2024**

**Orchestras Live seeks a new Chair to lead the Board of Trustees and help steer the organisation through its next phase of development.**

Orchestras Live believes orchestras are for everyone. Our mission is to ensure everyone has access to and can enjoy the benefits of live orchestral music, regardless of their background. We work throughout England in places which have experienced historical underinvestment, including rural and coastal areas. Our projects can take place in schools, care homes, prisons, arts venues, museums, outdoors and online.

If you believe in and want to advocate for the power of culture to create social impact and positive change, this role could be of interest to you. It is not essential to have knowledge of orchestral music or the orchestral sector. However, it’s important that you recognise the unique role that orchestras can play in supporting a culturally vibrant and resilient society, and love music – orchestral or otherwise.

**About us**

Orchestras Live believes orchestras are for everyone. We are a national producer and create projects where music and creativity can thrive. We work to ensure communities across England have access to world-class orchestral experiences.

**We are seeking a new Chair from November 2024 when Tony Stoller steps down after 6 years in the role.**

Through our innovative and developmental approach Orchestras Live has become a leader in the sector. We collaborate with local, regional and national organisations to energise and shape orchestral programmes, prioritising the needs and interests of audiences and participants. We are motivated by the knowledge that there is much still to be done to engage new audiences, break down social, economic and demographic barriers to access and support the development of an orchestral profession that reflects the diversity of today’s society.

Our new Chair will share our belief in and commitment to the power of culture to create social impact and positive change. It is not essential to have knowledge of orchestral music or the orchestral sector. However, we are looking for someone who recognises the unique role that orchestras can play in supporting a culturally vibrant and resilient society, informed by a love of music (orchestral or otherwise).

Our current trustees bring a wide range of expertise and diverse perspectives to Orchestras Live.

**Vision, Mission and Values**

**VISION**

Orchestras are for *everyone*.

**MISSION**

To engage people of all ages and backgrounds, particularly those in historically under-invested, non-metropolitan communities in England, in creating work that harnesses the transformative power of orchestral music to inspire, bring joy and support wellbeing.

**VALUES**

Our values set the standard by which we hold ourselves to account and ask partners to do the same.

**We are**

**Creative**

To ensure that the orchestral experiences we co-produce are ambitious, meaningful and relevant.

To devise innovative solutions that underpin efficient organisational systems.

**Inclusive**

To ensure equity of access and opportunity across our delivery programme and organisational structure.

**Collaborative**

We respect and understand the needs and aspirations of communities with whom we work, our partners’ challenges and ambitions, and the expertise and potential within our staff and trustees.

**Environmentally responsible**

We raise ambition for ourselves and the sector to improve environmental responsibility, take focused action and collaborate to mitigate and minimise the environmental impacts of our operations and co-productions.

**Forward-looking**

To explore new developments and their potential – artistic, technological, environmental, societal or organisational – so that we offer innovative and dynamic leadership to the sector.

**Who we are looking for, and why**

We are looking for an exceptional individual with the experience, integrity and skills necessary to act as a powerful ambassador for Orchestras Live, and to lead the Board in the governance of the organisation. Leadership experience in any sector and an understanding of the role of not-for-profit Boards are essential. A willingness and ability to devote the necessary time and effort to the role of Chair is also required.

We are interested in hearing from candidates who can demonstrate their suitability in the following *essential* areas:

**Experience and skills**

* Leadership role in any sector, paid or voluntary
* Strategic leadership: working with others to agree objectives, devise, communicate and support the delivery of an organisational plan
* Assessing and managing risk
* Networking, advocating and building relationships, on behalf of an organisation, a sector or a cause

**Knowledge**

* Best practice corporate and/or charity governance principles
* Financial literacy

In addition, please let us know if you are able to bring experience, skills or knowledge in one or more of the following *beneficial* areas.

* Board membership in the not-for-profit sector
* Working in or with organisations and with individuals in the cultural sector
* Working in or with public bodies, e.g. local authorities
* Working with national policy makers
* Developing organisational strategies to achieve more equality of opportunity, diversity and inclusion
* Identifying new sources of income, including income-generating models, for the not-for-profit cultural sector
* Using data to understand and articulate the value of cultural/creative activity and support decision making
* The operational and creative potential of digital technology
* The structure of publicly funded cultural provision in England and the role of Orchestras Live within it
* The role of central and local government in supporting artists and public access to the arts, and their current policy priorities relating to culture, education and social policy

We welcome applications from people of all backgrounds, age groups and cultures. The Board has made specific commitments to embed equity of access and opportunity across our delivery programme and organisational structure. To help us deliver these, we are keen to hear from Global Majority, D/deaf and disabled candidates to support better representation on our Board and in leadership positions in our sector.

Candidates who self-identify as belonging to one or more of these groups and can demonstrate experience in the *essential* areas listed above will be guaranteed an online interview at the first stage.

We offer access support for people who face barriers to inclusion, meeting in accessible venues, being flexible in scheduling meetings at different times of day and covering travel expenses as outlined in our Inclusion Statement, which can be found at the end of this document.

**About you**

You will believe in the power of culture to create social impact and positive change, supporting your commitment to Orchestras Live’s purpose and vision;

You will share our commitment to creating a more equitable orchestral sector and to cementing an inclusive approach across everything we do and how we do it;

You will demonstrate a strong affinity with our organisational values: Inclusive, Collaborative, Forward-looking, Creative and Environmentally Responsible;

You will demonstrate confidence and persuasiveness whilst adopting a collaborative leadership style;

Your leadership style will reflect Orchestras Live’s fair and transparent decision making culture;

You will be able to build resilient and supportive working relationships with trustees, the CEO and management team that facilitate positive discussion and challenge where appropriate;

You will share our enthusiasm for people who bring different work and life experiences, perspectives and ways of doing things to the organisation. We want to work with people who have open ears and an open mind to new approaches, prepared to challenge the status quo.

**What you will be expected to do**

**Overall objectives of the role**

* Provide leadership to the Board of Orchestras Live, ensuring it fulfils its responsibilities for governance of the organisation and supports realisation of its vision and mission.
* Work in partnership with the Chief Executive to develop and deliver the vision, mission and strategy of the organisation.
* Act as ambassador for Orchestras Live, helping to shape external relationships that will reinforce its national position and strengthen its ability to secure funding from a wide range of sources to fulfill its mission.

Trustees meet as a full Board at least four times a year and there are a small number of standing committees and working groups. Board meetings and an annual Away Day generally alternate between Leeds and London; as our trustees are based in different parts of the country, meetings are usually hybrid so that trustees may attend either in person, or online when distance and scheduling is an issue. Committees and working groups usually meet on Zoom. Papers are circulated by email in good time for trustees to read them thoroughly before the meeting.

The Chair can expect to commit to the equivalent of up to 30 days per year. This includes monthly meetings (in person or online) with the Chief Executive and regular communication with the Chief Executive and/or Company Secretary as required, as well as time spent in preparation and planning regarding governance and strategy. Full day commitments are rare; the expectation would be mostly for half days and 1-2 hour meetings (generally online).

In addition, all trustees are expected to attend at least two Orchestras Live activities a year and contribute feedback for our internal evaluation systems.

Whilst the role is voluntary and unpaid, travel and other appropriate expenses are reimbursed.

**Term**

We are looking for a Chair for an initial, minimum three-year term; ideally to be renewed for a second term to a total of six years.

Our Chair is appointed by the Orchestras Live Board of Trustees and is accountable to them.

**The Role of Chair**

The Chair of Trustees has the same legal responsibilities as other Trustees, but has additional responsibilities assigned by the Board.

**Board leadership and meetings**

* Chairing meetings of the Board and ensuring that, through the Board and its committees, the Board runs effectively, fulfils its duties and carries out resolutions. Calling special meetings if necessary. Drawing up agendas for meetings with the Chief Executive and Company Secretary.
* Chairing meetings effectively and sympathetically, creating an environment in which all Board members are encouraged to participate and challenge constructively and appropriately.
* Ensuring that high standards of corporate governance and ethical, professional behaviour are maintained and, as appropriate, introduced to meet changing circumstances and good practice.
* Fostering collaborative and effective relationships between the Board, the Chief Executive and the staff team.

**Governance**

* With the Board, ensuring that financial controls and systems of management and risk are in place and effectively operated, and that the Board is kept informed in a timely and relevant manner of key issues and opportunities and performance against the business plan.
* To support, challenge and appraise the Chief Executive in managing the organisation, maintaining a balance between artistic and business goals, and ensuring a clear separation between executive and non-executive roles following corporate governance principles.
* Conducting periodic Board effectiveness reviews, ensuring that new Board members are fully inducted and that existing Board members are contributing effectively.
* Keeping an eye open for conflicts of interest.
* Generally keeping in touch with Trustees to ensure that they feel valued and can make a full contribution to Orchestras Live.

**Advocacy**

* Representing the Board and organisation to external stakeholders including funders, national and local government politicians, policy makers and the media where appropriate.
* Being a champion for fundraising, helping to identify and develop relationships with potential and existing donors and supporters.
* Encouraging Trustees to play an active role as advocates in their networks, attend events and external meetings when the Chief Executive or senior staff would value this.

**Your relationship with Orchestras Live**

With a clear vision and goals, and efficient operations, Orchestras Live aims to create a supportive and open working environment, that enables individuals to perform at their highest level. We support new trustees with a full induction process.

We offer access support for people who face barriers to inclusion, meeting in accessible venues, being flexible in scheduling meetings at different times of day and covering travel expenses as outlined in our Inclusion Statement.

In return for your time and commitment, we offer you the opportunity to play a leading role in a highly respected, innovative and forward-thinking organisation, bringing the thrill of live orchestral music to people and places all over England and steering new thinking in the sector. You will have the opportunity to gain new insights into the cultural and charitable sectors, connecting with national and local government and expanding your knowledge and skills.

**Further information**

Explore [www.orchestraslive.org.uk](http://www.orchestraslive.org.uk) for in depth information about who we are, who we work with and what we do.

Read about our impact highlights in 2022 <https://www.orchestraslive.org.uk/about/our-impact/2022-highlights>

**Additional insights from past trustees**

* <https://www.orchestraslive.org.uk/news/simone-trustee-reflections-blog>
* <https://www.orchestraslive.org.uk/news/trustee-blog-diversity-inclusion-relevance>
* <https://www.youtube.com/watch?v=YI_WuzrgaPs&list=PLxpKb1aFn_fAldJjC8RNKlRYb6d4dSnNx&index=3>

**Exploratory conversation**

If you would like to have a conversation with the Vice-Chair, Chief Executive or departing Chair regarding any aspect of the role, please contact [nancy@orchestraslive.org.uk](mailto:nancy@orchestraslive.org.uk).

**How to apply**

**Please email your CV together with a covering letter of up to 2 pages (or a 5-minute film or audio recording if you prefer).**

We encourage you to explain why you are interested in joining the Board of Orchestras Live, and describe how you demonstrate your suitability in relation to the *essential* areas outlined in the section on ‘Who we are looking for’. In addition, please let us know if you are able to bring experience, skills or knowledge in one or more of the *beneficial* areas listed.

Please address your letter or recording to our Vice-Chair, Helen Harrison, and email it to [private@orchestraslive.org.uk](mailto:private@orchestraslive.org.uk).

Applicants who wish to disclose protected characteristics are asked to make Orchestras Live aware of this in their cover email.

If you have any access needs or other practical questions you would like to discuss before applying, please email [nancy@orchestraslive.org.uk](mailto:nancy@orchestraslive.org.uk) or phone us on 0300 030 1160.

The closing date for applications is 9 am on **Tuesday 7 May 2024**. First round interviews will take place online in the week commencing **3 June 2024**. Candidates who reach the second round will then be invited to an informal meeting in person in **June/July 2024**.

On receipt of their application, applicants will be sent a link to complete a survey requesting personally sensitive data, enabling Orchestras Live to track the demographics of those who apply. Completion of this survey is entirely voluntary and all data is anonymised. Provision of this information is not part of the recruitment process.

**Our Commitment to Diversity and Inclusion**

We are committed to increasing diversity and inclusion within Orchestras Live and the wider orchestral sector. This means reflecting critically on issues of diversity and inclusion within all that we do, identifying and taking appropriate action to reduce inequality and improve equity of opportunity.

For all roles, whether voluntary or paid, we welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion or socio-economic background. We are committed to inclusive working practices and during the application process we commit to:

* Paying for your travel costs for interviews if they are held in person
* Paying for childcare while you’re attending an interview
* Making and paying for any reasonable adjustments to meet your needs and ensure equity during the application and interview process
* Providing all relevant information online and in Word document format, readily available to download from our website

If there is anything you’re concerned about or think we could provide, please email [nancy@orchestraslive.org.uk](mailto:nancy@orchestraslive.org.uk) or phone us on 0300 030 1160 and we will do our best to help.