

# We are looking to appoint a new experienced, dynamic, inclusive and visionary Chair of Spitalfields Music.



For over 40 years Spitalfields Music has been putting music at the heart of East London. We aim to bring artists, audiences and communities together so that everyone can find, explore and share extraordinary music in one of the most vibrant areas of London.

We nourish the foundations of the classical music sector - in East London and beyond - by fostering passion, nurturing talent, cultivating outstanding leadership and staging extraordinary performances particularly through our annual Festival.

We are...

A small but influential organisation

Rooted in East London

Backed by decades of experience

Who put joy at the centre our work

Our aim is to deliver excellence always.



## What we do

We **foster passion** for music through our education projects in schools and community settings in Tower Hamlets.

We work in one of the fastest growing, youngest, most ethnically diverse and most deprived boroughs in the UK. Borne from decades of experience creating work in local schools, our community programmes are known for their quality, responsiveness, artistic integrity and high standards. These long-standing partnerships have allowed us to impact generations of young people, through our Neighbourhood Schools Programme and New YVC, our open-access youth vocal collective.

We **nurture talent** by commissioning emerging composers and musicians and offering professional development programmes to propel them to success.

We embrace the potential of new music and unknown artists and the creation of experimental pieces. Our support also fills gaps: we host emerging composers' second performances as well as their premieres. We focus on supporting diverse artists through our high calibre professional development programmes in order to expand the talent pool of the British classical music sector.

We **cultivate outstanding leadership**, through our Trainee Music Leader scheme and our trainee trustee scheme.

Our flagship Trainee Music Leader scheme equips instrumentalists and singers with the skills needed to pursue careers in music leading, through paid, practical training. Delivered for over 20 years, many alumni have since taken up leadership roles in prestigious cultural institutions. Our programme forges networks within the classical music sector through collaborations with Britten Pears Arts, BBC, Academy of St Martin in the Fields and City of Birmingham Symphony Orchestra, as well as local institutions in East London.

Our Trainee Trustee scheme supports the next generation of diverse leaders in the arts, ensuring they have access to the networks, training and opportunities to fulfil their potential.

We **stage extraordinary performances** in remarkable, accessible spaces around East London during our Spitalfields Music Festival.

World premieres, cutting-edge new music, cross-artform collaborations and classic repertoire sit at the heart of our annual Festival, which celebrates the extraordinary breadth of classical music. Performed by internationally acclaimed artists, the Festival brings together unique performances in both traditional and unexpected venues around London's East End. We put music at the heart of our communities, and work to welcome a more diverse range of audiences, through subsidised tickets, partnerships with local stakeholders, and performances that have relevance.

*"Spitalfields Music, a charity based in east London with an international reputation for its quality, reach and innovation."*

Arts Council England, June 2022

## **Who we are looking for**

The incoming Chair of Spitalfields Music will be a values driven individual who is excited to lead and inspire an enthusiastic Board, think creatively to solve challenges, identify new opportunities and help drive to a more sustainable future.

Playing a crucial role in upholding the organisation's mission, vision and values, they will bring previous experience as a Chair, hold the Board and Senior Leadership Team accountable for achieving objectives, provide inclusive leadership and ensure effective governance. Collaborating closely with the Chief Executive, the Chair will foster unity within the Board, working alongside the management team to accomplish our ambitious goals.

Spitalfields Music stands as a vibrant institution, dedicated to promoting diverse artistic experiences while ensuring financial viability through a thoughtful and diverse funding strategy. The Chair will take the lead in identifying and introducing new funding opportunities, and encourage fellow Trustees to do the same to support the charity's ambitious fundraising plans. With the guidance and leadership of the incoming Chair, the organisation will continue to thrive and create lasting impact in the arts community.

Spitalfields Music is well-positioned to implement Arts Council England's Let's Create strategy over the next decade, with a strong commitment to diversity evident not only in its artistic endeavours but also in the diverse expertise and backgrounds of its trustees, leadership and staff. The organisation prides itself on drawing talent from various socio-economic, cultural and ethnic backgrounds and all of our work aims to reflect the wide range of communities Spitalfields Music serves. The Chair will champion the organisation's Equality, Diversity and Inclusion values and commitments.

We are seeking a candidate who possesses the following qualities and experiences:

### **Essential Criteria**

**Experienced Chair:** the ability to build a strong Board culture through effective leadership, fostering collaboration and an inclusive environment. Chair meetings successfully, ensure productive discussions, lead strategic decision-making and the engagement of all participants. Possess a clear vision for the organisation and the ability to inspire and motivate others towards its realisation. Sharing the values of and leading our commitment to EDI.

**CEO Management:** The candidate should be capable of managing the CEO through regular meetings, providing support, guidance and constructive feedback.

**Excellent Communicator and Advocate for the Arts:** capable of conveying ideas and information clearly, persuasively and with impact to diverse audiences. Ability to inspire trust and confidence among stakeholders, including staff, board members, donors and partners.

**Experience in Overcoming Challenges:** first-hand experience in navigating challenges within their own business or another charitable organisation, demonstrating resilience and problem-solving skills.

**Time Commitment:** availability to commit approximately 1-2 days per month to fulfil their responsibilities as Chair effectively.

### **Desirable Criteria**

**Fundraising Leadership and Facilitation:** ability to lead or facilitate fundraising efforts, leveraging their networks and expertise to secure financial support for the organisation.

**Commitment to Board and Organisational Development:** committed to the ongoing development of the board, the senior leadership team and wider organisation, fostering a culture of continuous improvement and learning.

**Strong Connections in the Music/Arts Sector:** well-established network and strong connections within the music and arts sector, allowing them to bring valuable insights, partnerships and opportunities to Spitalfields Music.

**Interest in Artistic and Community Activities:** genuine interest in the charity's artistic and community activities, particularly in East London and beyond, understanding their significance and impact.

**Experience in Arts Council England (ACE) NPO Contract:** take the lead in overseeing the organisation's contract with ACE, ensuring compliance and effective utilisation of funding.

## Terms of appointment

The role is unremunerated. The Board of Trustees meet formally four times per year and, as necessary, for other standing committees including the Finance & Legal and Environmental, Social & Governance committees, or task-related and time-limited groups. Board meetings are currently held early evening for up to two hours, with two of the meetings on Zoom and two in person. We also hold an annual awayday, usually in November, and social events throughout the year. Our upcoming board meetings for 2024 are: Wednesday 24th July (6pm-8pm) and Wednesday 30th October (6pm-8pm).

Outside these meetings, the candidate will be available to engage with Trustees, Trainee Trustees and members of the senior management team from time to time, and attend and host, as appropriate, the Festival and other events for the organisation. Trustees are elected for a three-year term, which can be renewed for a further three years through a majority vote by other trustees. Most trustees serve a six-year term.

## What you can expect

The role of Chair will offer the opportunity to:

- Spearhead a 48-year-old charity, working alongside a committed, supportive and very experienced team of employees.
- Drive forward Spitalfields' mission and make a lasting and valuable difference to artists, audiences and communities across East London.
- Attend performances in our Spitalfields Music Festival (late June-mid July), and community events, by invitation where safeguarding allows.
- Advocate for the charity with influential people in government / local authorities.
- Lead a Trustee Board who have a breadth of experience at organisations like the BBC, Royal Opera House, London Symphony Orchestra and Royal Philharmonic Orchestra, as well as leading professionals in the education, legal and financial sectors.
- Mentor a Trainee Trustee through our buddying scheme.

## How to apply

We are particularly interested to work with people:

- from the Asian, African or African-Caribbean diasporas
- living with disabilities and/or chronic illnesses
- based in, or with strong links to, East London, as we want to be ever more representative of our local demographics.

*We want to make this process as inclusive as possible. Applications can be made in writing, by video, or by audio file. Please keep written submissions to max. two pages of A4, and video/audio to c. 3 minutes. We're not judging your editing skills; a simple recording on a phone is fine!*

*Please tell us why you want to be the Chair, what your interest is in Spitalfields Music and the wider arts sector, and what you feel you could bring to our board, alongside something about yourself.*

*Please email this to [recruitment@spitalfieldsmusic.org.uk](mailto:recruitment@spitalfieldsmusic.org.uk), headed 'Chair Application', alongside the Equal Opportunities Monitoring form. This form will not be disclosed to anyone involved in assessing your application.*

## What happens next?

Shortlisting will be undertaken by members of our senior leadership team and trustee body.

Closing date: 20 June

### Interviews:

First interviews: w/c 8<sup>th</sup> and 15<sup>th</sup> July

Final interviews: w/c 22 July

Panel: Trustees and senior leadership team.

## Any questions?

We encourage expressions of interest prior to the application deadline.

If there is anything that we haven't answered here or if you would like an informal chat about the role, please email our Chief Executive, Sarah Gee, on [sarah.gee@spitalfieldsmusic.org.uk](mailto:sarah.gee@spitalfieldsmusic.org.uk), with the heading of 'Chair Recruitment'. We look forward to meeting you!



## Background to the Organisation

Spitalfields Music is a company limited by guarantee and a registered charity. We are resident at Queen Mary, University of London and play a key part in the delivery of their cultural compact. Spitalfields Music is one of 985 National Portfolio Organisations, given three-year support by Arts Council England following an extremely competitive process.

The core Spitalfields Music team currently comprises the Chief Executive, General Manager, Programme Manager, Fundraising Manager and Marketing Officer. We also have freelance support on New YVC administration, and festival production, and a range of workshop leaders, musicians and other partners with whom we work regularly. It is hoped to grow this team in coming years, with additional investment in marketing, fundraising, and producer resource to build year-round community roots.

## Board of Trustees

Our current board of trustees comprises:

Zoe Armfield  
Steven Berryman (Acting Chair)  
Tim Davy  
Melanie Fryer  
Holly Holt  
Naomi Lewis  
Daniel Nikolareas  
Andrew Peck  
Louise Williams