

## TRUSTEE RECRUITMENT

<https://www.orchestraslive.org.uk/jobs/trustee-recruitment>

**Orchestras Live is looking for new trustees to help us deliver our vision that *Orchestras are for everyone*. We want to provide leadership for the orchestral sector and increase the creative and social impact of orchestras within local communities.**

### **About us**

Orchestras Live has been evolving for more than 50 years. We believe that orchestras are for everyone and that live orchestral music has the power to inspire people for a lifetime. We are committed to engaging people of all ages and backgrounds, creating work that harnesses the transformative power of orchestral music to inspire, bring joy and support wellbeing.

We are a national charity and producing organisation. We work with local and regional partners in areas of the country which have suffered under-investment for many years, particularly non-metropolitan, rural and coastal parts of England. Our projects can take place in schools, care homes, prisons, arts venues, museums, outdoors and online. Our programme of activity involves work in the areas of community development, health and wellbeing, children and young people and workforce development.

Orchestras Live has established itself as an influential leader in the orchestral sector, alive to innovations and their potential to drive positive change. We are prepared to break the mould and explore new ideas or practices – artistic, technological, societal, environmental, and organisational. In our work with orchestras, promoters and local partners we seek to break down barriers not only in the communities where we work, but within our own institutions and organisations, to ensure access for all, whatever their circumstances.

We believe that our work stands the best chance of success when it is founded on a listening culture; designed through consultation and collaboration with the varied people and communities with whom we engage. We want this diversity to be reflected in our Board and staff team in order to be more representative of modern Britain.

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

We are looking forward to welcoming up to four new trustees over the next couple of years who will be active, enthusiastic and involved members of our dynamic and motivated team.

The trustees are jointly responsible for the overall governance and strategic direction of the charity, its financial health and developing our aims, objectives and goals. To support this, we need a broad range of skills, expertise and life experience. Diversity at board level steers stronger decision making, offering a broader range of perspectives on issues and greater creativity in generating ideas and solutions. Greater breadth of experience and specialist knowledge enables the Board to understand better the needs of all our beneficiaries and partners, and to both steer and challenge management decisions.

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 particularly welcome applications from people whose lived experience could contribute to our understanding in any of the following areas:

- Disability and/or the D/deaf community
- Neurodiversity
- Racism
- Socio-economic disadvantage
- Non-urban or rural communities

In addition, we have reviewed the range of skills and expertise we will need to call on to deliver our long-term strategy. We wish to strengthen specialist knowledge on the Board in the following areas:

- Health & wellbeing with a focus on Social Prescribing
- Strategic financial planning and monitoring, which may include a broad understanding of the funding context for culture
- The music education sector, either the broad landscape or specific areas: Early Years or Higher Education/Conservatoire
- Local Government / Place Based Development (Levelling Up agenda) / Public Sector Commissioning

### **About you**

We welcome applications from people of all backgrounds, age groups and cultures. We are particularly keen to receive applications from D/deaf and/or disabled candidates and/or those whose heritage is of the Global Majority (Black, Indigenous and People of Colour), as they are currently under-represented on our Board. We also want to ensure representation from across England, our area of operation.

Previous trustee experience is not essential – we support new trustees with training and mentoring including matching them with a more experienced trustee as a buddy. 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 [provide link to page on OL website].

### **What you will be expected to do**

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 usually take place in either Leeds or London; as our trustees are based in different parts of the country, virtual (online) attendance is possible. 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.

In addition, 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.

### **Role of Trustees**

The trustees have ultimate accountability for Orchestras Live, ensuring that it is solvent, well run, and delivering its charitable outcomes. Trustees must act with integrity and avoid any personal conflicts of interests and are expected to be advocates for Orchestras Live whenever the opportunity arises.

All trustees need to meet the following essential criteria:

- commitment to and support of Orchestras Live's purpose and vision;
- commitment to creating a more equal and fair orchestral sector and to ensuring that Orchestras Live's governance and internal systems cement an inclusive approach across everything we do and how we do it;
- an ability to think strategically and exercise sound judgement;
- an ability to reflect their own area of expertise in the full range of Board discussions;
- an ability to advocate for Orchestras Live both within their own context and that of Orchestras Live networks and events;
- a clear understanding of, or willingness to undertake training to acquire, the principles of charitable and corporate governance.

In return, we offer you the opportunity to be an essential part of the future development of an 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. Being a trustee will provide you with new insight into the charitable and cultural sectors and the opportunity to build your knowledge and skills. You can find out more about being a trustee here: <https://www.gov.uk/guidance/charity-trustee-whats-involved>

### **Further information**

This film [LINK] gives an insight into the varied roles an orchestra can play.

Hear from one of our current trustees about her experience of working with Orchestras Live here

Include link to Rebecca's Tea break

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.

### **Informal Zoom session**

On **Friday 24 June at 10.30 am**, three of our trustees will be hosting an informal Zoom session for anyone who would like to find out more about what it's like to be a trustee of Orchestras Live and their own experiences of being on the Board. They will be happy to answer your questions. To join, please send your name and email address with subject line 'TRUSTEE ZOOM INFO SESSION' to [private@orchestraslive.org.uk](mailto:private@orchestraslive.org.uk) by 9 am on Friday 24 June. If you're unable to join this session, a recording will be available on our website shortly afterwards until the closing date for applications.

### **How to apply**

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

We encourage you to explain why you are interested in joining the Board of Orchestras Live, and describe how your lived experience and/or specialist knowledge could add value to the organisation in one or more of the areas outlined in the section on Who we are looking for. Please address your letter or video to our Chair, Tony Stoller, and email it to [private@orchestraslive.org.uk](mailto:private@orchestraslive.org.uk).

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 **Monday 18 July 2022**. Interviews will take place online on 11 and 12 August 2022. Final shortlisted candidates will then be invited to an informal meeting in person prior to confirmation of appointment.

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