



**London Sinfonietta Council
Recruitment and Information Pack
January 2020**

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ABOUT THE LONDON SINFONIETTA



George Benjamin conducts the London Sinfonietta in the BBC PROMS, in association with 1418 NOW, July 2018

The London Sinfonietta is one of the world's leading chamber ensembles, specialising in contemporary classical music and cross arts projects. Formed in 1968, the group quickly developed, and has sustained, a world-wide reputation for its high quality performances of contemporary music, for commissioning new works from the leading composers of the day and for encouraging the finest new talent. It was the first ensembles to develop an education programme in the UK and has continued to explore new and best practice in other areas of its activity including concert curation, training young artists and digital projects. Our ethos today is to constantly explore and experiment with the art-form, commissioning and working with the world's leading composers, conductors and artists, as well as collaborating with artists from other disciplines.

Making new music is at the heart of what we do. Each season, we commission and premiere numerous works from emerging and established composers. *Writing the Future* works with young composers, supporting them to make new music alongside our players, whilst through our *Sinfonietta Shorts* series we commission, premiere and release bite-sized pieces of music from the leading voices of today. Our annual

London Sinfonietta Academy programme (now in its eleventh year) provides a week-long training course and public concert for emerging musicians recruited from across the UK each summer.

We are equally committed to expanding our audience, and working closely with them as creators, performers and curators of the events we stage. Having held a world-leading position in education and participation work for many years, the London Sinfonietta continues programmes of ambitious schools projects and takes a creative approach to public participation in the belief that arts participation is transformational to individuals and communities.

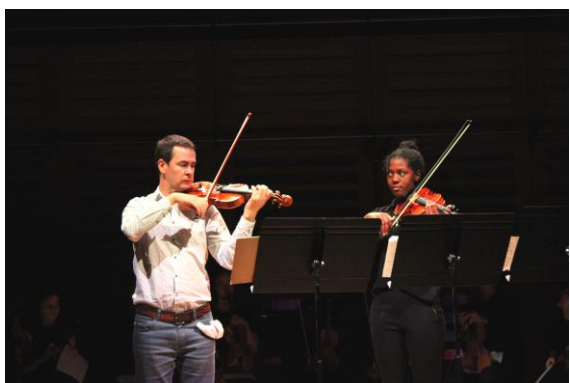
The ensemble has an extensive back catalogue of recordings made over 50 years, which have been released on numerous prestigious labels as well as its own London Sinfonietta Label. Recent recordings include George Benjamin's opera *Into the Little Hill* (Nimbus; 2017), two collaborations with Norwegian saxophonist Marius Neset (*Snowmelt*, ACT; 2016 and *Viaduct*, ACT; 2019), a limited edition run of LPs in collaboration with Christian Marclay (2015) and a disc of Sir Harrison Birtwistle's music (NMC; 2015) which topped the classical music chart.

The London Sinfonietta has also broken new ground by creating *Steve Reich's Clapping Music App* for iPhone, iPad and iPod Touch, a participatory rhythm training game that has been downloaded over 400,000 times worldwide since its launch in late 2015.

The London Sinfonietta celebrated its 50th anniversary in 2017/18 with a season titled *Unfinished Business*, featuring some of the ensemble's important past commissions whilst looking ahead to future directions. Significant new commissions from Charlotte Bray, Tansy Davies and Philip Venables complemented numerous other UK and World Premieres, collaborations and site-specific events.

Our anniversary concert on the 24th January 2018 celebrated the musicians, partners and stakeholders of the ensemble reflecting on the extraordinary achievements of co-founders David Atherton and Nicholas Snowman.

Proudly associated with both Southbank Centre (Resident) and Kings Place (Artistic Associate), the ensemble tours its work nationally and internationally. We are now embarking on realising the new business plan covering the period from 2018 to 2022.



Top: Rehearsing for Marius Neset's *Snowmelt*, 2016

Bottom: Berio's *Duetti*, performed with student violinists, 2017



Mark Padmore in Tansy Davies & Nick Drake's music theatre piece *Cave*, co-commissioned and produced by the London Sinfonietta, June 2018

"The performance is flawless...the music is immaculately played by a chamber ensemble of the London Sinfonietta" *Cave* 2018, Telegraph ****

"It may have turned 50 but the Sinfonietta is still buzzing with life" 50th anniversary concert 2018, Evening Standard ****

"This was Karlheinz Stockhausen's 1971 masterpiece *Trans* resurrected by the London Sinfonietta...as gripping avant-garde orchestral "theatre" it has never been surpassed" *Stockhausen's Trans* 2017, Times *****

"The orchestra maintained an astonishing intensity of communication...an enthralling performance" *Haas' in vain* 2017, Guardian *****

LONDON SINFONIETTA'S MISSION

The London Sinfonietta makes new music to inspire and engage a world-wide audience

GOVERNANCE & STRUCTURE

Sinfonietta Productions Ltd (operating under the name London Sinfonietta) is legally constituted as both a company limited by guarantee (Company No. 00926551) and a registered charity (Charity Reg. No. 255095). Board members are therefore Directors of the Company and Trustees of the Charity and the organisation uses the term 'Council' to refer to its board of Directors/Trustees.

The Council is the leadership body for the charity that ensures that strategic and operational decisions are congruent with the mission and objectives of the organisation and are operated within the laws and regulations that govern. The Council currently includes 10 members with Development and Finance Working Groups jointly formed by members of both Council and Staff and reporting back to the Council itself.

Artistic programme, operational decisions, staff and ensemble management are delegated to the Chief Executive & Artistic Director Andrew Burke and his management team of c. 13 (including part time and regular freelance staff). The Management Team are responsible for the day-to-day operation of the ensemble and organisation including its performance output, business operations and financial management.

The core ensemble itself consists of 18 freelance Principal Players, including a number of long-serving members, and will expand or contract in size depending on the repertoire.

The London Sinfonietta is a member of the Arts Council's National Portfolio of organisations, and receives c. £500,000 a year in support with funding recently confirmed up to March 2022.

The ensemble performs its main London season of contemporary classical music concerts at Southbank Centre (where it is one of four Resident Orchestras) and promotes concerts at Kings Place (where it has its administrative headquarters).

MAJOR FUTURE STRATEGIC INITIATIVES

Beyond its 50th anniversary season, the organisation is now embarking on numerous initiatives and projects that will propel it into the next half-century of work.

The most immediate of these are:

- **Finding a new office base and potential rehearsal hall for the ensemble by January 2021, given the peppercorn rent for offices at Kings Place must end.**
- **Reapplying to the Arts Council for renewed NPO status. Applications are due January 2021 for funding from April 2022.**
- **Constantly expanding new fundraising / money earning initiatives for the ensemble**

Other which affect the management team include:

- A continued world-class artistic programme exploring New Music and contemporary culture.
- Expanding touring event formats to develop new promoter relationships and reach wider audiences.
- Expanding the Schools & Public Engagement Programme.
- Expanding the Digital Programme to reach wider audiences.
- A significant audience development strategy through intelligent use of new Customer Relationship Management software (Tessitura).

LONDON SINFONIETTA COUNCIL

Trustee/Board Membership Policy

This policy comprises three points.

- **EXPERT** - The Council of an arts organisation should comprise people who have professional expertise in areas relevant to the work of the organisation and the roles undertaken by its management team, enabling them to support its activities with advice and oversight.
- **FUNDRAISING** - Members of the Council take responsibility for raising funds for the organisation either through their direct donation, utilising their contacts or proactively engaging in the organisations fundraising projects and campaigns.
- **DIVERSE** - The London Sinfonietta seeks to build a Council that has a balanced mix of gender, age, experience and background, representing the society in which it is active.

Role Summary

Policy and strategic planning

- Work alongside the Chief Executive to develop good governance, agree strategic vision and mission and guide the organisation towards achieving its goals
- Define Company policies and agree organisational strategies and their implementation
- Work with the Chief Executive and staff to develop, maintain and revise the Business Plan
- Monitor all aspects of delivery against the Business Plan on a regular and ongoing basis

Fundraising and advocacy

- Support the organisation's fundraising activities
- Create and nurture connections with a view to developing future philanthropy
- Act as an enthusiastic ambassador for the ensemble
- Attend concerts and functions acting as a key part of the public face of the organization

Legal and Financial

- Ensure that the Company operates within Company and Charity Law
- Ensure the prudent financial management of the Company, exercising financial control, scrutinising financial statements and discussing and approving annual budgets (drafted by the management team)
- Approve financial control systems as well as the appointment of bankers and cheque signatories
- Ensure that the Company's assets are safeguarded and well managed and maintained, and that it is properly and adequately insured

Employment and Personnel

- Appoint the Chief Executive, approving the staffing structure and taking part in recruitment (when required)
- Help define and approve the Company's employment policies, including equal opportunities, recruitment, pay, grievance and disciplinary, sickness, holidays and benefits
- Ensure the safe and efficient use of premises for both staff and public
- Appraise the Chief Executive, and to be appraised by the Chair of the Council

Company Law

Under Company Law, Directors have certain legal, financial and fiduciary duties and Trustees must also comply with charity law. The requirements of some funding bodies also place responsibilities on members of the governing body. Even though many of these duties are delegated to management staff, and the Council is called upon to make clear decisions about such delegation, the ultimate responsibility for every aspect of the Company's operation lies with the Board of Directors. It is therefore important that all Council Members ensure that they understand the history of the organisation and its current situation, and keep abreast of issues that might affect the organisation. This role specification includes an overview of these legal responsibilities and any additional duties that might be expected of a London Sinfonietta Council Member.

PERSONAL RESPONSIBILITIES

Council Members are expected to:

- **Carry out the duties of a Trustee/Council Member**
 - o Attendance at ideally all 4 Council meetings per year
 - o In-depth understanding and scrutiny of Council papers
 - o Involvement in working group meetings, where appropriate
- **Work with other Council Members and management staff in helping to fundraise**
 - o Full engagement with the entire fundraising strategy of the organisation
 - o Strong networking and advocacy at events and fundraising opportunities
 - o Where possible introduce personal connections as potential donors
 - o Make some financial contribution – at whatever level – in recognition that donations from Council Members create a strong external message of support
- **Show significant enthusiasm for the work of the organisation**
 - o Attendance at as many London Sinfonietta Concerts and Events as possible across all its areas of work
 - o Desire to advocate for the organisation to personal connections and contacts
 - o Willingness to connect to the organisation to their own professional contacts where suitable
- **Be well informed about the work of the London Sinfonietta**
 - o Knowledge of the full range of events and genres within the ensembles work
 - o Understanding of all the major strategic changes and directions that the organisation undertakes
- **Deal openly with colleague Council Members and management staff**
 - o Ability to scrutinise and question strategic and operational plans and policy
 - o Background to offer diverse thoughts and opinions
- **Offer personal and business skills and experience to support the management team**
- **Treat sensitive information confidentially**

SKILLS & ATTRIBUTES

Current Council Members offer a wide range of professional experience and expertise. The areas in which we particularly seek support for the next phase of the London Sinfonietta's growth are:

- **Audience Development**
- **Fundraising**
- **General Governance**

Through the next year, we also need to find the **new Chair of the London Sinfonietta**, to replace Paul Zisman whose will rotate off the Council in early 2020, in line with the Memorandum and Articles of Association. Several other current members rotate off at the same time. We plan that the next Chair

of the London Sinfonietta will be selected from the renewed Council, consisting then of some existing and the new members of the Council.

We are particularly seeking and will welcome applications from candidates for the Council of the London Sinfonietta who will help the organisation better represent the diversity of London and UK society and culture in general.

This list of skill sets we are seeking is by no means exhaustive and does not necessarily pre-determine the profile of successful candidates. Those who can bring other skillsets and backgrounds are also welcome to apply.

HOW TO APPLY

To be considered for these Council positions, please submit your Curriculum Vitae and letter of application to Andrew Burke, Chief Executive & Artistic Director by email or post at the addresses below. Your letter should explain why you feel your contribution would be of value to the London Sinfonietta's Council and should be no longer than 1 side of A4 paper.

In addition, we would be grateful if you could download, complete, and return the Equal Opportunities Monitoring Form with your application. Please note that the Equal Opportunities data requested is for monitoring purposes only and will be processed separately from your application.

Please send your application by post to:

Andrew Burke
Chief Executive & Artistic Director
London Sinfonietta
Kings Place
90 York Way
London
N1 9AG

Or by e-mail to: andrew.burke@londonsinfonietta.org.uk

RECRUITMENT PROCESS

All letters of interest will be acknowledged.

Those shortlisted will be invited to meet the Chairman, Chief Executive and other members of the Council for a conversation and in-depth discussion about the organisation.

If you have any questions or would like to discuss this further, please call the office on 020 7239 9340 and ask to speak to Andrew Burke.

OTHER INFORMATION

A full list of Council Members and a Staff List can be found on our website, www.londonsinfonietta.org.uk/about/council

It is recommended that recent annual reports be downloaded from the Charities Commission Website.