



LIVERPOOL PHILHARMONIC

PHILHARMONIC HALL

# Trustee of the Board

Candidate Information  
October 2023

# What is Liverpool Philharmonic?

## **Liverpool Philharmonic enhances and transforms lives through music.**

At the heart of our work is the critically-acclaimed Royal Liverpool Philharmonic Orchestra (the UK's oldest) and Choir; an extensive programme of participatory work with young people and others across our community; and presentation of almost 400 concerts and events each year at our home, Liverpool Philharmonic Hall.

## **Liverpool Philharmonic is rooted in our city.**

We are central to Liverpool's cultural offering, being the largest music organisation and one of the largest cultural organisations in the city, employing over 240 people. As well as our work in Liverpool our Orchestra represent the city with performances and broadcasts across the UK and around the world.

The city's young people are a central focus of our work. Our In Harmony programme provides an intensive, daily music-making programme for over 1500 children in Everton and Anfield, North Liverpool, and we run more than 5,000 workshops and events in community settings for all ages across the City. The Liverpool Philharmonic Youth Company provides a range of opportunities for music making for young people, including the Liverpool Philharmonic Youth Orchestra, Liverpool Philharmonic Youth Choir, Children's Choirs, and Rushworth Young Composers programme. We work in partnership with the Mersey Care NHS Foundation Trust delivering programmes which support people in the Liverpool city region living with a range of mental health needs.

## **Liverpool Philharmonic is committed to diversity and inclusion.**

We work hard to reach right across our community through our learning work, and concert programme.

We attract world class artists to perform at Liverpool Philharmonic Hall and our small venue, Music Room, with a diverse programme of performances ranging from classical, contemporary, rock, pop, folk, roots, and jazz to comedy, film and spoken word. We work with many organisations and cultural partners in the City to ensure that the artists and performances we put on stage, and the audiences we attract truly represent our community.

And we are working hard to ensure that our workforce is a diverse as possible.

Liverpool Philharmonic reaches more people than any music organisation outside London.

**Over 350,000 people attend Liverpool Philharmonic concerts each year.**

**73,000 young people participate in our Youth Company and associated ensembles, attend concerts or take part in our In Harmony programme.**

**Around 900,000 people in 92 countries listen to our recordings each month on Spotify, more than any UK orchestra outside London.**

**Over 12,000 people have benefitted from our music and mental health programme over the last 13 years.**

# What is the role?

## MESSAGE FROM THE CHIEF EXECUTIVE

Royal Liverpool Philharmonic is searching for a new Board trustee from December this year.

As a Board trustee you will be involved in one of the one of the UK's most exciting music organisations, with a world class symphony orchestra, a leading concert hall, and an outstanding music learning and participation programme. More information is available on our website: <http://www.liverpoolphil.com/about-us>

We are looking for a talented person who will bring their particular skills and perspectives to our governance. You don't need to be an expert in music but we are looking for someone who believes in and will be passionate about our work. As Board trustee, your role will be to act as an advocate for the organisation; provide strategic guidance and direction and monitor performance; connect the organisation to others – stakeholders, donors, media, key local and national influencers etc.; and have a governance role as a Director of the organisation, which is a charity and a company limited by guarantee.

As well as an ability and experience to carry out these roles, there are particular areas of knowledge and expertise which we are interested in, as set out in this document.

Diversity is at the heart of our Vision and Strategic Plan. We believe that equality of opportunity across our organisation and our aim to reflect the rich diversity of Liverpool City Region is central to our artistic success, continuing audience growth and long-term sustainability. Liverpool Philharmonic is actively seeking to ensure a Board which is diverse in relation to gender, ethnicity and disability. We particularly encourage applications from Black, Asian, and minority ethnic, and disabled candidates.

The Board meets on a regular cycle throughout the year, with 5-6 two-hour meetings a year. Additional meetings, or Away Days, may occasionally be convened on specific matters or reviews. And there will be some additional time in areas such as advising the executive, advocating for the organisation – and of course attending a concert from time to time!

We do not offer remuneration, but expenses are payable.

If you are interested or would like to know more, please contact Tessa Lukkien by 14 November 2023 with a brief CV and note on what you feel you would offer the Board. If it would be helpful to have an informal chat or phone conversation with Chief Executive Michael Eakin, Tessa will be pleased to arrange that.

Applications will then be considered by a Board sub-group, for final decision and approval by the Board in December.



**Michael Eakin**  
Chief Executive

# Person Specification

## **CRITERIA FOR APPOINTMENT**

The Board is seeking an individual to provide skills and experience to complement current Board trustees. Particular areas of knowledge and expertise which we are interested in are:

- Political policy, and advocacy
- Music and arts education policy and provision
- Knowledge of the classical and non-classical music sectors across genres and cultures
- Fundraising – both expertise, and direct ability to support our fundraising efforts through advocacy to potential donors/sponsors etc
- Knowledge of and connections with Liverpool and its communities
- Legal expertise
- New media and digital expertise

## **COMMITMENT**

The Board meets on a regular cycle throughout the year, usually bi-monthly. Additional meetings, or Away Days, may be convened on specific matters or reviews. The Board also has a Committee structure, currently comprising of the Audit & Performance Committee, a Nominations sub-Committee and a Remuneration sub-Committee. We may also from time to time introduce time limited or long term committees as appropriate. Directors are asked to serve on these committees as is appropriate to the skills and experience that they bring to the Board.

Board members must have an ability and willingness to attend meetings and events in person in Liverpool.

# Process for appointment

Expressions of interest should be supplied in writing for consideration by the Board, and should be submitted no later than the **14<sup>th</sup> November** to:

**Tessa Lukkien**  
**Executive and HR Assistant**  
**Royal Liverpool Philharmonic**  
**[Tessa.lukkien@liverpoolphil.com](mailto:Tessa.lukkien@liverpoolphil.com)**

**Philharmonic Hall**  
**Hope Street**  
**Liverpool**  
**L1 9BP**

You should submit your application with a covering letter, outlining how your skills and experience fit the criteria detailed above.

The Nominations Committee will shortlist and interview candidates from applications received. It will then advise the Board on those nominations for its decision in December.

## Equal Opportunities Statement

Liverpool Philharmonic is committed to striving to represent modern Britain in all its diversity. Liverpool Philharmonic is committed to equality of opportunity and welcomes applications from all suitably qualified candidates, irrespective of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex or sexual orientation. In seeking to be representative of the Liverpool city region, applications from members of minority ethnic groups are particularly welcome as they are currently underrepresented within the creative industry. The appointment will be made on merit with independent assessment, openness and transparency of process.

# LIVERPOOL PHILHARMONIC

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The work of Liverpool Philharmonic is supported by:



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