



Head of BSO Participate

Information for Applicants

January 2020



Foreword from the Chief Executive

I have an unshakeable belief that music has the power to change people's lives. I have personally witnessed it.

You will be joining a highly committed team of people who work hard to support each other in helping to realise the Bournemouth Symphony Orchestra's mission "*To be a Cultural Beacon at the heart of our communities, in and beyond the concert hall.*"

I joined Bournemouth Symphony Orchestra 7 years ago because of its high artistic values, outstanding Chief Conductor Kirill Karabits, and its international reputation. Its tradition of world-class music making had captured the respect and regard of audiences far and wide.

Since then, the BSO has gone from strength to strength,

I am personally passionate about the outstanding programme of education and community engagement delivered by BSO Participate, work which is now recognised and admired nationally and internationally. This is an extraordinary opportunity to build on the successes of recent years and to ensure the BSO remains at the vanguard of creativity, inclusion, engagement and participation.

As a member of my Senior Management Team you can shape the future of one of this country's most remarkable organisations. I hope you will join us.

A handwritten signature in black ink, which appears to read "Dougie".

Dougie Scarfe
Chief Executive

About Bournemouth Symphony Orchestra

'The cultural heartbeat of the South West.' Darren Henley, Chief Executive of Arts Council England

Since 1893, Bournemouth Symphony Orchestra has represented artistic excellence. Throughout its illustrious history, BSO has worked with the finest composers, conductors and musicians in the world.

As an Orchestra, BSO's reach is exceptional. In the 2018/19 concert season, BSO gave 130 performances in over 38 cities, towns and villages, making it the most prolific orchestra in the UK and one of the most prolific in the world. BSO performs to 5,000 audience members a week through its main venue concerts.

The Orchestra's music making headquarters is based at Lighthouse, Poole's Centre for the Arts, Dorset, where it delivers around 40 performances a year. Three-quarters of its artistic output is exported and performed across the length and breadth of the UK.

BSO attracts significant praise for its artistic output. The Telegraph wrote, *'No other regional British orchestras - few London ones, for that matter- offer more interesting programming than the Bournemouth Symphony Orchestra.'*

The name of Bournemouth Symphony Orchestra is known across the world thanks to its broadcasting and media partnerships, which include BBC Radio 3 and Classic FM.

Since his appointment as Principal Conductor of BSO in 2009, Royal Philharmonic Society award-winning Kirill Karabits has become widely regarded as being in the top league amongst an outstanding cohort of conductors at the helm of UK orchestras. *'Karabits is presiding over a golden age of this outstanding orchestra...this is music-making at its finest.'* Fine Times

For further information about the BSO please visit bsolive.com

"The symphony's effect was overwhelming... The real glory came from the BSO's lustrous tone, apparent across all sections... Karabits proved to be a genius at tension control. Never before have I felt such relief when the resurrection chorus finally arrived... With his ten-season span, Karabits might not match the 41 years of the orchestra's founder, Dan Godfrey; his time, though, has obviously been very well spent".

About BSO Participate

“The implementation of a regional programme to deliver a legacy of sustainable cultural and educational engagement, sensitive to local needs is working very well. It represents a model for best practice in shaping the future of music education and development – not least due to an actioned commitment to continuous quality improvement”.

Mary Schwarz,
BSO Participate External
Evaluation report,
October 2016

This is an exceptional opportunity to lead an outstanding Education and Participation team and play a senior role in a dynamic arts charity that has been described as ‘the cultural heartbeat of the South West’ and ‘one of this country’s cultural miracles’.

Beyond the concert hall, BSO’s mission is to inspire and nurture the musical ambitions of people resident across the 10,000 square miles of the South and South West of England. BSO’s Learning and Participation department **BSO Participate** engages over 80,000 adults and children in projects each year. This pioneering work aims to give everyone, irrespective of age, health or financial circumstance, the opportunity to gain access to BSO’s world class music.

BSO Participate is core to the mission of the Company as ‘a *Cultural Beacon at the heart of our communities*’. It creates ‘great art’ in the concert hall and in community settings and engages both those for whom cultural engagement is the norm and those to whom it is a new experience.

As a key output of the Company, BSO Participate makes a full contribution to the goal of building the broadest range of diverse audiences for classical music across the region in which it is resident. BSO Participate not only looks to be an exemplar of an outstanding Learning and Participation Department but also challenges perceptions of what the orchestral art-form can and should be in the 21st century.

In November 2017, BSO was recognised with the award of Alzheimer’s Society’s Dementia-Friendly Organisation of the Year for its work in support of people living with dementia.

In March 2018, in conjunction with conductor James Rose, BSO launched the world’s first professional disabled-led ensemble as a core output of a Symphony Orchestra, ‘BSO Resound’. ***‘This is a lovely piece of news. At the same time it’s not necessarily a surprise that this is the kind of boundary breaking work Bournemouth [Symphony Orchestra] is fast developing a reputation for.’*** Thoroughly Good Blog

BSO’s trail-blazing work beyond the concert hall is earning BSO a reputation as one of the most significant and exciting cultural assets in the UK.

Living in the South West

Dorset has 364 more hours of sunshine throughout the year in comparison to the UK average.

With two Oscar winning Universities, Bournemouth has one of the fastest growing tech sectors in the UK.

Voted the best place to live in the UK in 2014 with miles and miles of sandy beaches, some of the best weather in the UK and the longest life expectancy in Britain, Dorset makes for a happy home. With over half the county designated as an Area of Outstanding Natural Beauty, no one can deny that Dorset is truly something special. The county also boasts 5 country parks too. Brownsea Island in Poole Harbour was voted Britain’s favourite nature reserve in 2013 and the area around Wareham is recognised as the most botanically rich in the UK.

Dorset has nearly 100 miles of coastline with award winning, golden sandy beaches and Dorset’s great outdoors provides a green gym, which is simply unrivalled in the UK.

Role Profile Head of BSO Participate

Reports to:	Chief Executive
Responsible for:	BSO Participate Team of five Six BSO Associates – Community Musicians
Location:	Poole

Main Purpose of the Job

To lead and develop the Bournemouth Symphony Orchestra's Education and Participation strategy and delivery. In collaboration with the Chief Executive and other Senior Management colleagues to play a key role in realising the mission of BSO "to be a Cultural Beacon at the heart of our communities, in and beyond the concert hall".

As a member of BSO's Senior Management Team, to make a full contribution to the strategic direction of the company, playing a key part in ensuring the long-term sustainability and growth of the BSO.

Main Responsibilities

Lead the delivery and development of the BSO Participate Strategic and Delivery Plan.

Line management and development of BSO Participate staff, BSO Musician and freelance workshop leaders.

Manage the department budget and develop new income strands.

Support and empower BSO Associates to develop work and networks in their local areas.

Keep up-to-date on local, regional and national agendas across education, community and health & wellbeing and ensure BSO can provide creative responses to the issues.

Manage, nurture and develop local, regional and national strategic partnerships to support and deliver the work of BSO Participate.

Ensure that the vision for BSO Participate is well-articulated and advocated to key funding supporters and to work with BSO's Development Team to build strong funding relationships.

Maintain high artistic standards on all BSO Participate work.

Programme and manage the BSO's ensemble rural performance programme.

Ensure effective systems are in place for the monitoring, evaluation and review of initiatives within the Strategic Plan.

Artistic

Lead on the creative output of BSO Participate.

Develop creative solutions to ensure the Company can respond to societal, government and stakeholder agendas.

Work with the BSO Participate team on the creation of programmes of work based on the requirements of funders and commissioning partners.

"The memories of performing on a world-class stage will last a lifetime and the project has touched not only the pupils taking part but their schools and the wider community."

Southampton Music Hub
and Isle of Wight Music Hub

Head of BSO Participate

"It was wonderful, and I even had one child say it was life-changing".

Teacher feedback,
BSO Schools' Concert

Support BSO Associates and BSO musicians in the creation of new work and developing their artistic practice.

Lead on the programming of BSO Schools' and Relaxed concerts with the Young Conductor in Association and presenters.

Lead on the programming of BSO ensemble concerts.

Financial

Working with the Head of Finance and Operations in the creation and management of the BSO Participate budget in the context of the overall BSO budget.

Work with the Head of Development in creating programmes and material for funding applications and cases of support for corporates and individuals.

Provide detailed monitoring and evaluation materials for the funding and financial reports.

Operations

Work effectively as part of the BSO Senior Management Team (SMT).

Direct line manage BSO Participate Programme Managers and support them in their management of BSO Participate Coordinators.

Support the delivery of large-scale projects for BSO Participate and across the company.

Provide SMT cover at BSO concerts.

Support the BSO Development Team at events such as receptions, dinners and hosting guests at concerts.

Strategic

Review and develop the rolling 4-year BSO Participate strategy and work plan in line with current company and external agenda.

Support the CEO in the review and development of the overall BSO Business Plan.

Lead on the BSO's agenda of inclusion.

Support the CEO with advocacy at regional and national level both in the private and public sectors.

Work with major stakeholders in the advocacy and delivery of the BSO Participate strategic plan.

Identify, develop and nurture key strategic partnerships for the benefit of the BSO.

General

Member of the Company's Senior Management Team and undertaking work in this role as required.

To keep the Chief Executive, and other staff informed as appropriate about local, regional and national policy developments, issues and opportunities which might have a bearing on the Company's programmes of work.

Undertaking any further duties required by the post.

Given the touring remit of the BSO and delivery of work across a wide geographic area, a significant amount of regional travel is involved. BSO provide a number of pool cars for members of BSO staff to use for travel when required.

"It is amazing as an orchestra how you have embraced inclusion and diversity".

Head of Arts, British Council
Japan
November 2018

Person Specification

Essential Knowledge, Skills and Experience

Experience

Experience with music/arts
Experience with Learning, Participation and Community engagement work
Knowledge and experience of creative/performing arts organisations
Knowledge of diversity and inclusion in its widest sense
Managing partnerships and stakeholders
Experience of budget management and developing income streams
Experience of multi-tasking events & administration tasks
Experience in customer care and events management
Excellent standard of literacy and numeracy
Excellent verbal communication skills
Excellent computer skills (Excel, Word, email)

Personal Attributes

Interest/enthusiasm for orchestral music, musicians, engagement across diverse communities
Good team working and people skills
Ability to deal sensitively and calmly with customers
Highly motivated and proactive
Organisational skills and ability to prioritise workload
Availability and willingness to work evenings and weekends and flexible days of the week.
Ability to work to deadlines
High level of attention to detail

Summary of Terms

Contract	Permanent, full-time.
Salary	Dependent on experience.
Notice period	Three months.
Probation	The appointment is subject to a six-month probationary period.
Pension	Personal Pension with an employer contribution (5%) and the option of salary exchange.
Holidays	Annual leave entitlement of 30 working days including bank holidays, which will increase with one additional day for each year of service up to 33 working days.
Location	BSO Head Office – Lighthouse, Poole's Centre for the Arts.
DBS	A Disclosure and Barring Service (DBS) clearance is required for this post.

Additional Benefits

Discretionary quota of leave between Christmas and New Year, usually giving an additional 3 or 4 days leave depending upon where Christmas day falls.

Relocation expenses.

Generous Life Insurance which provides a life cover of 3 times salary.

Childcare Vouchers.

Access to the BSO's health and wellbeing programme which includes an Orchestra Doctor, on-site masseuse, on-site yoga and a discount with a local physiotherapist.

Medical cover from Mediacash, a cash plan scheme providing money for a large range of treatments (see BSO health plan for details).

Parking at BSO Head Office – Lighthouse, Poole.

Free Will writing service and initial legal consultation covering a number of areas of law.

Employee discount and cash back scheme on high street brands and companies.

Complimentary tickets to BSO concerts and theatre/cinema at the Lighthouse when available.

If you would like an informal, confidential conversation about the role, please contact Heather Newill, Director AEM International, on 01728 660026 or hnewill@aeminternational.co.uk