



**SOUTHBANK
SINFONIA**

ARTIST DEVELOPMENT MANAGER





SOUTHBANK SINFONIA

Classical music needs brilliant young advocates to communicate its power and worth in the 21st century. Every year, Southbank Sinfonia brings together 33 outstanding graduates from all over the world to prepare them for this role.

The players, each supported by a bursary, undertake an intensive and wide-ranging nine month programme of performance and professional development. This comprises performances across Britain and Europe involving orchestral repertoire, chamber music, opera, dance and theatre, and opportunities to be role-models, inspiring many younger musicians on London's Southbank and beyond.

Central to the experience are partnerships with leading performing arts organisations including the Royal Opera, Academy of St Martin in the Fields, and acclaimed artists such as Patrons Edward Gardner and Vladimir Ashkenazy.

Former members occupy prominent seats in leading orchestras worldwide, while others become distinguished chamber musicians and creative entrepreneurs in their own regard, each proudly acknowledging the positive impact that Southbank Sinfonia had upon their progress.

'In such lively bands as Southbank Sinfonia, bright, open-minded young players are redefining everything about classical music concerts, from where they take place, to what you hear and how you behave. If you haven't been to an orchestral concert for a while – or ever – give this brilliant new breed of bands a try. You may be watching a revolution.'

Richard Morrison, The Times

southbanksinfonia.co.uk

ROLE OVERVIEW

Through a wide range of performances in many styles, Southbank Sinfonia gives its players the opportunity to build their repertory and stamina. Complementing this, projects and activities each week of the programme enable them to develop a host of professional skills that will aid their progress as they set out to establish their careers.

The role of Artist Development Manager is integral to everything the organisation does to prepare its players to become creative leaders, taking a strategic overview of their progress from applicants to members of the orchestra to alumni.

The Artist Development Manager plays an important part in evolving the content of Southbank Sinfonia's programme, shaping projects that unlock players' potential with its partner organisations, while creating new initiatives that advance further aspects of their musicianship and their ability to be role-models to others.

The position involves responsibility for advancing key strategies, working closely with the Managing Director, Communications Director and Orchestra Manager, and with members of the orchestra, past and present, as well as being principal contact for a wide range of stakeholders and colleagues across the music profession.

KEY RESPONSIBILITIES

- Devising with key colleagues a strategy for artist development that defines the skills and attributes we want to help our musicians cultivate in order to become confident, resourceful and inspiring leaders in the profession.
- Strategically advancing Southbank Sinfonia's recruitment capability, evolving links with teachers and conservatoires, to ensure the most promising graduates worldwide are inspired to apply for the orchestra.
- Overseeing an effective induction for players in Southbank Sinfonia's first weeks and the programme's initial residency at the Purcell School.
- Playing a central role in the continued growth of Southbank Sinfonia's partnerships with professional orchestras including the Royal Opera House and Academy of St Martin in the Fields, enabling players to meet and draw expertise from professional counterparts in a range of settings. Assisting the Managing Director in the formation of further collaborations that help fulfil our artist development strategy.
- Working with the Managing Director, Music Director and Orchestra Manager to establish a course of individual care for players, helping them define - and chart their progress towards - personal goals.
- Evolving Southbank Sinfonia's strategy for its players to be positive role-models to young people, evaluating the scope of current education activity, planning ventures with primary and secondary school children that connect to our mainstage work and encourage a lasting engagement with orchestral music; defining the optimum role for Southbank Sinfonia to play with Music Hubs, In Harmony Lambeth and partner primary and secondary schools.
- Keeping pace with trends in music education, and fostering links to ensure all activities with young people are relevant and complement sector-wide initiatives. Leading on Southbank Sinfonia's Safeguarding policy and training the orchestral members how to use this in practice.
- Collaborating with the Managing Director and Director of Communications to make our new Family Concerts an essential fixture for families looking to experience live classical music.
- Programming workshops and talks that give players further insight into issues facing today's professional musicians. Maintaining Southbank Sinfonia's commitment to health and wellbeing, ensuring all players take responsibility for their own welfare in order to be fit for the challenges of the profession.
- Renewing and sustaining contact with former members, ensuring they feel valued, and establishing ways we may continue to support and champion their progress after the programme.
- Attending regular management meetings with key colleagues to advance strategic plans and ensure artist development sits at the heart of all activities.
- Assuming other tasks within the scope and responsibility of the role as required from time-to-time by the Managing Director.

PERSON SPECIFICATION

This is an opportunity for a passionate and hard-working individual to play a significant part in the progress of this thriving, forward-facing arts organisation. We are seeking someone who brings an entrepreneurial spirit to their work, who will confidently embrace the many opportunities inherent in this new role and develop its potential to the full.

Candidates may come from a variety of backgrounds; you may have instigated projects of strategic worth for other performing arts organisations; you may come from a background in music education; you may have worked directly with young or established musicians, creating activities that further their potential; you may have experience yourself as a musician who has devoted time to exploring what players can achieve beyond mainstage concerts. Whatever your background, we are looking for someone with an accomplished body of work, fresh ideas and real dedication to cultivating the musical leaders of the future.

The following attributes are essential:

- Strong track record in performing arts administration, with outstanding organisational skills, and experience in strategic planning and resourceful delivery of artistic projects
- Experience leading projects in which performing artists are required to interact with young people and the community, ensuring they are fully prepared and understand the aims and values of each venture
- Proven ability to motivate and mentor performing artists; sensitive understanding of musicians, their needs, and the challenges which face them in today's profession
- Good knowledge of classical / orchestral music and practice
- Energetic and personable approach to team working, able to cultivate great working relationships with musicians, colleagues and a wide range of external partners
- Proven ability to manage a variety of projects simultaneously and work on own initiative
- Awareness of all responsibilities that must be addressed when coordinating activities involving children and vulnerable adults
- Excellent verbal and written communication skills
- Proficient computer usage

The following attributes are advantageous:

- Strong ambassadorial attitude, willing to advocate for the impact and worth of orchestral musicians in society
- Music degree or equivalent
- Good knowledge of developments in the music education sector
- Full UK or EU driving licence held for at least one year

TERMS OF EMPLOYMENT

The role of Artist Development Manager is offered on a full full-time basis.

Regular hours of work are Monday to Friday, 9.30am – 6.00pm although Southbank Sinfonia's concerts necessitate some evening and weekend commitments.

Southbank Sinfonia's base and offices are at St John's Waterloo, Waterloo Road, London, SE1 8TY, but the role occasionally requires attending concerts and events across London and sometimes further afield.

Annual leave is 25 days plus statutory bank holidays

Salary: £26,000pa or commensurate with experience.

HOW TO APPLY

The closing date for applications is midday on Friday 14 September 2018.

We expect to hold first round interviews week beginning Monday 17 September. Please indicate in your application if you have any availability issues that week.

Applications should comprise:

- a **covering letter** addressed to William Norris, Managing Director, detailing your interest and suitability for this role
- an **up-to-date CV** outlining your relevant employment, skills, experience and qualifications

Applications should be submitted by email to William Norris, Managing Director, Southbank Sinfonia at william@southbanksinfonia.co.uk.

If you are interested, and would like to find out more about the role, or would value an informal conversation about how it may suit you at this stage in your career, we would be very happy to hear from you. Please contact Déarbhaile, Artist Development Manager on 020 3954130 or dearbhaile@southbanksinfonia.co.uk.

Thank you for your interest in the role.