



BOARD MEMBER/TRUSTEE VACANCY THREE CHOIRS FESTIVAL: DIRECTOR

Closing Date: 9am, Friday 19 April 2024

Three Choirs Festival is looking for two new trustees to join our Board of Directors. This is an exciting time to join the organisation as we build on recent festival editions featuring new creative partnerships and greater numbers of local participants than ever before, look towards the centenary of our first live broadcast in 2025, and plan for the 300th edition of the festival in 2028.

Collectively, the TCF board oversee the strategic direction of the organisation and delegates day-to-day delivery of the festivals to the professional administrative team in close collaboration with the Chief Executive. Board members act as ambassadors for the festival, liaise with the central office to maximise fundraising opportunities and help to raise the festival's profile and develop links with other organisations. They approve the development of plans for the festival, providing feedback and support to the Chief Executive who manages the details and delivery of the charity's work.

These vacancies replace two positions on the Board, where postholders typically have recent professional experience in the music industry and particular expertise in the classical music sector. The board's current skills audit indicates that additional experience and expertise in any of the following areas would also be particularly welcome:

- Fundraising and philanthropy
- Participation and community work
- Media, PR and broadcasting (including livestream and digital)
- HR and legal experience

The current profile of the board is 70% white British, 30% LGBTQ+, 70% from a 'modern professional' background, with an age range of 20 to 75. 20% of the board have a disability and 50% are male and 50% female, meaning that the current area of underrepresentation is in a wider range of socio-economic backgrounds. We warmly encourage those who feel they would bring a different perspective to our existing board and who can help us more fully reflect the demographics of the regions in which we operate.

Our ideal candidate

We would particularly welcome people with some of the following attributes, though this is not an exhaustive list and we're keen to hear other details of what applicants feel they will bring to the role:

- Professional experience of the arts and classical music in particular, with awareness of the festival's work
- Ability to support the board in any of the skills listed above
- Some knowledge of the cultural landscape in the Three Choirs region of activity or connection with one of our host cities

- Understanding of conversations around diversity and inclusion in the arts, and a commitment to developing the organisation in this regard
- An enthusiastic advocate who can help our fundraising and marketing team build connections, generate income and improve their reach.
- some knowledge of digital innovations in the arts and entertainment sector and/or good practice relating to data protection and cyber security
- Supportive of our climate pledge to become a net zero organisation before 2050, with some understanding of best practice in sustainability for organisations of our type
- Sympathetic to the festival's rich heritage and connection with cathedral life
- Collaborative and keen to develop ideas with colleagues
- An understanding of the responsibilities of a charity trustee and commitment to the organisation's charitable object (full training will be given) and willing to play an active part in key areas of trustee responsibility (e.g. Health and Safety, Safeguarding, financial oversight)

Time Commitment: The organisation meets annually to hold its AGM (in March), and the Directors meet at least quarterly, with papers sent in advance. All Directors are encouraged to attend at least some events at every festival, and Directors may be delegated sub-committee or working group responsibilities from time-to-time. Board meetings are held in person, though facilities are available for board members to attend digitally on occasion.

Confirmed board commitments in 2024 are:

Thursday 9 May (Hereford):	Staff, Board and Artistic Directors Away Day
Friday 7 June (Worcester):	board meeting
Saturday 27 July – Saturday 3 August:	Three Choirs Festival, Worcester and surrounding area (<i>it is not expected that all board members will attend every day of the festival, though some do</i>)
Friday 27 September (Worcester):	board meeting
Friday 6 December (Worcester):	board meeting

Statutory Details: Directors are appointed for a three-year term and may serve a maximum of nine years (three consecutive terms). All newly appointed Directors are required to sign a declaration that they understand the legal responsibilities associated with becoming a company director and charity trustee, and are [eligible to become a director](#) and trustee. All Directors will be subject to an enhanced DBS check and will be asked to complete a Declaration of Interest form periodically.

Location: Meetings take place locally, often in Worcester. It may sometimes be necessary to visit the office in Gloucester. The Board have also successfully met digitally in recent months and will continue the option of electronic attendance. Wherever possible meetings are arranged to facilitate the use of public transport.

Pay: This is a voluntary role, but out of pocket expenses can be reimbursed in line with our expenses policy.

Appointment Process

To apply for the role, please send a short letter (no more than 2 A4 pages) outlining why you would like to become a trustee of the Three Choirs Festival and how your skills would contribute to the board's strategic oversight. Your letter should also confirm your and willingness to undergo a DBS check and eligibility to serve as a

Director. Applicants will be shortlisted by the nominations panel and interviews will be held via Zoom in the week beginning 29 April.

Appointments will be formalised at the Board meeting in June, but selected applicants will also be invited to attend the Away Day being held in May (in Hereford).

To discuss the role further, please contact Naomi Belshaw, TCF Chair via naomi@naomibelshaw.com

Applications should be sent by email to info@3choirs.org no later than 9am, Friday 19 April 2024

About the Three Choirs Festival

The Three Choirs Festival is a week-long programme of choral and orchestral concerts, music recitals, talks, family events, cathedral services, theatre, exhibitions and social activities, rotating each summer between the beautiful cathedral cities of Hereford, Gloucester and Worcester. It is thought to be the longest-running classical music festival in the world and celebrated its 30th anniversary in 2015. At the heart of the modern festival are large-scale evening concerts featuring the Three Choirs Festival Chorus and the Philharmonia Orchestra (resident at the festival since 2012), alongside a stellar cast of soloists. The festival's packed schedule of daytime events and the friendly atmosphere of our bustling festival village is augmented by a growing programme of bespoke community and outreach projects, beginning in the run-up to the festival and showcased as part of the festival programme.

The marriage of professional musicians with amateur singers from the region has always been at the heart of the festival, showcased especially in the headline concerts featuring our auditioned 130-strong Festival Chorus. 2023 saw the debut of Festival Voices, a supplementary adult choral group for those considering entering or leaving the intense schedule of the Festival Chorus. The Three Choirs Youth Choir (14-25) is now well established, and further development of the participation programme aims to create a pipeline into the Youth Choir for local children with more limited musical provision in schools. In 2024, the Festival launches a new composer development scheme in partnership with The Carice Singers and Spitalfields Festival, New Voices Academy, dedicated to choral music.

The central and vital role played by our volunteers gives the Three Choirs Festival a character and an atmosphere like none other. It is widely recognised for its friendly welcome, its historic appeal, and the clear sense that, perhaps more than any other classical festival, it truly belongs to its audience.

The Three Choirs Festival is a registered charity and company limited by guarantee, with a turnover of around £1million per annum. The Board of Directors currently has 10 members (with the potential to rise to 12). Day-to-day operation is run by a small professional management team based in Gloucester, and the festival programme is devised each year by the host city's Artistic Director (Samuel Hudson in Worcester, Geraint Bowen in Hereford, and Adrian Partington in Gloucester) and the TCF Chief Executive. Committees exist in each city who act as local ambassadors, organise fundraising events, and a sounding board and local networking support for the professional team.

More information about the festival can be found at 3choirs.org

Future festival dates:

Worcester 27 July – 3 August 2024 | **Hereford** 26 July – 2 August 2025 | **Gloucester** 25 July – 1 August 2026