



APPOINTMENT OF **DIRECTOR** SPRING 2019



Saxton Bampfylde

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“We exist to promote the study of the music and history of the Highland Bagpipe”





INTRODUCTION

The National Piping Centre (TNPC), whose Royal Patron is HRH the Prince Charles, the Duke of Rothesay, is a registered charity based in Glasgow, Scotland. TNPC strives to be the world centre of excellence for the study and promotion of the Highland bagpipe. From its beginning, TNPC has been closely involved in the development and growth of interest in piping and the wider cultural arena surrounding the instrument. The NPC is co-chaired by Sir Brian and Lady Ivory who work with the executive Board to steer the strategic direction of the centre.

The National Piping Centre was founded in 1998 by Sir Brian Ivory, Lady Oona Ivory and Sandy Grant Gordon. Since its foundation the NPC has become the world centre of excellence for the study of the Highland bagpipe. It teaches over 900 people of all ages worldwide every month, both at the Centre, summer schools in several different countries and remotely on Skype, at every level from beginner to post graduate doctorate. The National Piping Centre founded and runs the National Youth Band of Scotland and also founded and runs Piping Live!, an international week long annual festival of the bagpipe which attracts around 45,000 visitors each year. HRH The Prince of Wales has been its hugely supportive Patron since its inception. The NPC is headquartered in Glasgow in a heritage building at the heart of Glasgow's cultural quarter. Its self-funding business model includes a 4* hotel and restaurant, a shop and events and publication businesses.

From an early stage in the conception of the centre, Sir Brian and Lady Ivory recognised the need for the NPC to be self-sustaining, and therefore the idea of the hotel, restaurant and event centre was born. Together they raised over £6million

for the building renovations, encouraging donations from the whisky industry and many other donors as well as from Government, Historic Scotland, the Glasgow Development Agency and the EU.

Today, the Centre teaches over 900 pipers each month at every level, from age three to their oldest, aged 83. The centre employs 50 teachers, including the current and former world champions.

We established and teach an honours degree course with the Royal Conservatoire of Scotland, a BMus (Traditional Music – Piping) Programme, a Masters degree in Scottish Music (Performance), a BEd degree and PhD.

Classes are conducted in classrooms, via skype, or at summer schools hosted around the world, teaching students from over 50 countries worldwide. The centre is now an accredited Scottish Qualifications Authority examination centre and also teaches Study Abroad Programmes with Edinburgh and Glasgow Universities.

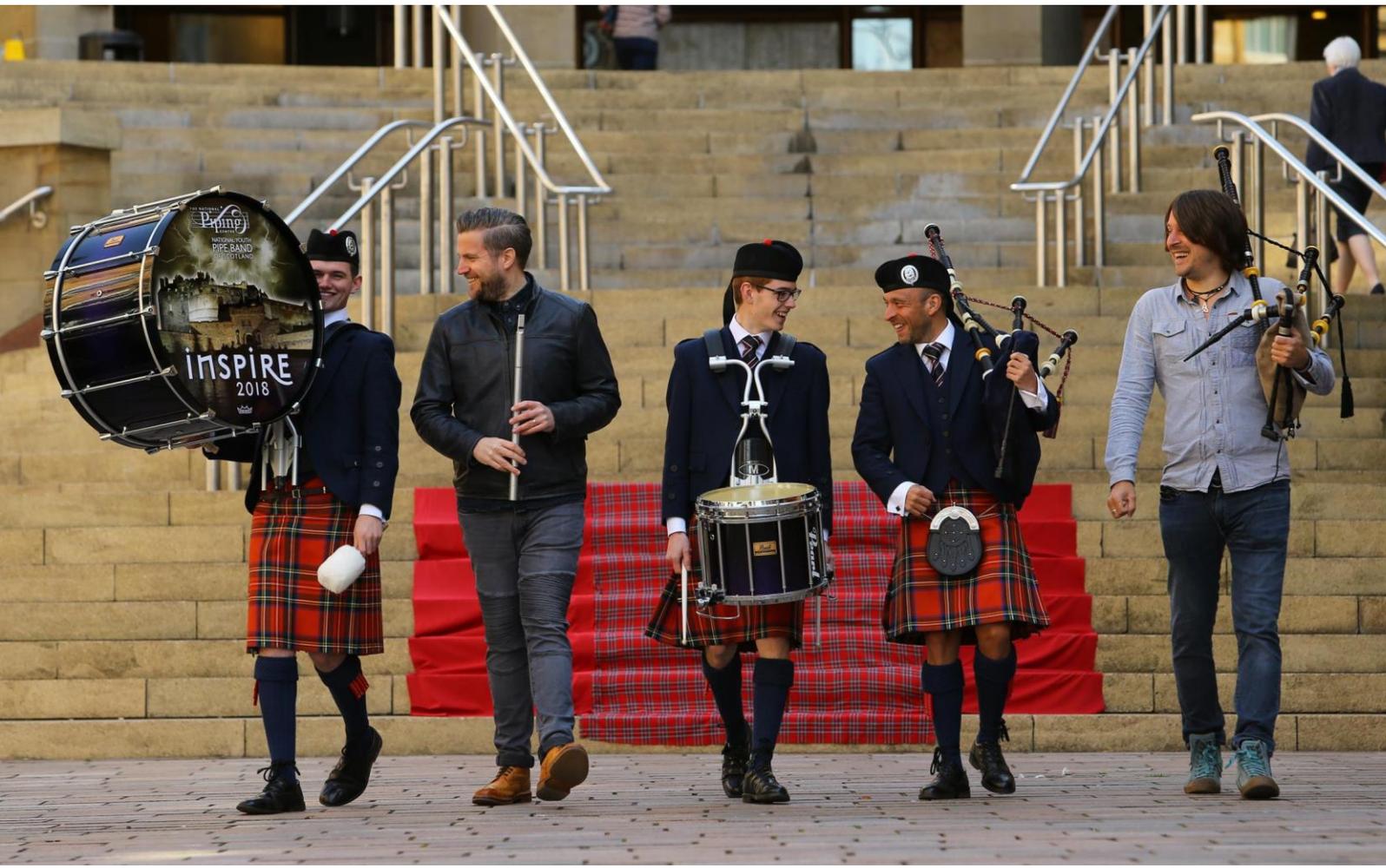
The NPC teaches in deprived or remote communities across Scotland. It currently teaches schools in areas such as Paisley, East Dumbartonshire and Nitshill, with plans to form further partnerships and collaborations across other parts of Scotland.

TNPC is proud of the establishment of their National Pipe Band of Scotland, an NPC organisation that brings together Scotland's most talented young musicians on a national level from across Scotland's 32 councils. The youth pipe band offers fantastic opportunities to its members and the chance to tour internationally or perform at high profile events across the UK, with project funding from Creative Scotland.

Piping Live! is another of TNPC's success stories. The NPC hosts a week-long festival of piping in Glasgow each year which brings 45,000 visitors to the city in the lead up to the world championships in Glasgow. The City of Glasgow credits Piping Live! with bringing £3.5million into the city annually. Piping Live! has received the accolade of 'Cultural Event of the Year' at the UK Event Awards and is a multi-award winner at the Scottish Traditional Music Awards.

Finances:

The NPC currently has an annual turnover of over £3million. Revenue is generated through weddings, events, concerts, publications an online shop and a 4* restaurant with eight rooms. Profits from the business subsidise piping activities particularly the outreach programmes.



EXECUTIVE SUMMARY OF THE NATIONAL PIPING CENTRE

- Sir Brian and Lady Ivory (Oona) and Sandy Grant Gordon founded the centre in 1998
- We teach every level of piper: our youngest pupil is 3 years old; our oldest, 83
- We teach over 900 people every month
- We have given over 200,000 lessons since we opened
- We established and run The National Youth Pipe Band of Scotland
- We established and teach an honours degree course with the Royal Conservatoire of Scotland, a BMus (Traditional Music – Piping) Programme, a Masters degree in Scottish Music (Performance), a BEd degree and PhD
- We founded and run the Glasgow International Piping Festival (Piping Live!) A major musical and cultural event, Piping Live coincides with the World Pipe Band Championships. Piping Live! annually attracts more than 45,000 spectators to more than 150 events across 7 days
- Piping Live! has received the accolade of ‘Cultural Event of the Year’ at the UK Event Awards and is a multi-award winner at the Scottish Traditional Music Awards
- We offer Scottish Qualifications Authority approved HNC in music
- We are an accredited Scottish Qualifications Authority examination centre
- We have established and teach Study Abroad Programmes with Edinburgh and Glasgow Universities.
- We have had students from over 56 countries
- We teach in schools around Scotland
- We teach in remote and deprived communities all over Scotland
- We teach seasonal schools in the UK, USA, Germany and Italy
- We teach lessons on Skype to students around the world including Japan, Australia and the USA
- We were a pioneer of E-learning lessons in the UK and broadcast these using Webinar technology
- We established and run graded performance/competition opportunities for amateur pipers of all ages
- We work closely with the National Museum of Scotland
- We aim to generate a surplus on our commercial activities to cover the annual cost of subsidising our piping activities
- We have an online shop that retails worldwide
- We have an award-winning restaurant, 4-star hotel and events business
- Since opening we have held over 1000 weddings
- Recently we won ‘Small City Hotel of The Year’ and ‘Employer of the Year’
- In 2019, our chef won Hotel Chef of the Year at the Scottish Hotel Awards
- We employ 55+ wonderful staff members and we hold a silver award for Investors in People accreditation and a silver award for Investors in Young People
- We publish monthly and bi-monthly international piping magazines, the Piping Times and Piping Today, which have a global readership, and regularly feature in-depth interviews with individuals of cultural significance to piping heritage. We also have a digital online news magazine.

THE ROLE

Purpose of Role:

The Board of the National Piping Centre is an Executive Board, responsible for managing the business and for setting the strategic direction of the organisation. The Board is now looking to refresh its members, with the view to appointing one or perhaps two new Directors. The successful candidates will contribute to the growth, innovation and development of the organisation whilst ensuring that its charitable and business objectives are met. Candidates will bring a passion for Scottish heritage and its promotion on the world stage, and will ideally bring experience at a senior executive level in education, heritage or marketing. This position could suit someone who is enjoying a successful professional and/or executive career who is now ready to consider an appointment in the third sector.

Responsibilities and Statutory Duties:

Compliance

To ensure that the NPC complies with charity and company law and operates within the required legal and financial requirements of a registered charity; to ensure compliance with any other relevant statutory and regulatory requirements.

Strategic Aims

To contribute actively in formulating and regularly reviewing the strategic aims of the NPC evaluating performance against agreed objectives and targets.

Appropriate Policies and Practices

To ensure that the NPC's policies and operating practices are appropriate to its aims and objectives and comply with current law.

Compliance:

- To be an active member of the Board so that it fulfils its responsibility for the governance of the organisation;
- To ensure the financial stability of the NPC, agreeing annual budgets and monitoring financial performance against budgets and targets;
- To fulfil such other duties, delegated responsibilities and assignments as may be required from time to time by the Chairmen, particularly within individual areas of expertise.

Strategic Aims

- To ensure that the Board of Directors reflects the NPC's mission, vision, values and operating principles at all times;
- To work with the whole Board of Directors to set overall strategy and policy objectives and to monitor performance against agreed targets;
- To be an active member of Board sub-committees as appropriate, according to areas of expertise or interest, and ensure that delegated responsibilities are properly fulfilled in accordance with the governing document;
- To contribute specific skills, interests, contacts and introductions to support the NPC.

PERSON SPECIFICATION

Candidates for this role will bring all or most of the following experience:

- A commitment to the heritage of Scotland and Scottish culture;
- A willingness to devote time and expertise to the centre;
- High level of understanding and interest in the issues the organisation seeks to address;
- Commitment to the values and principles of the organisation;
- Experience of developing strategic vision;
- The ability to think creatively and share ideas;
- An appreciation of charity governance;
- Sound, independent judgement, common sense and diplomacy.

Specifically the Board is seeking new Directors with an executive career in education, marketing or heritage.

In addition to the duties of all Directors, each Director should use any specific skills, knowledge or experience they have to help the Board reach sound decisions. This will involve scrutinising board papers, leading discussions, focusing on key issues, and providing advice and guidance requested by the board on new initiatives or other issues relevant to the area of the NPC's work in which the Director has special expertise.



TERMS OF APPOINTMENT

This position is unremunerated.

The successful candidate(s) will be expected to commit on average a day per month and will be expected to attend six board meetings per year.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to The National Piping Centre on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/jobs using code **DAFAAA**.

Click on the '**apply**' button and follow the instructions to upload a CV and cover letter and complete the application and equal opportunities monitoring* form.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

The closing date for applications is noon on **Monday 3rd June**.

