

CONTENTS

- 1. Introduction
- 2. The role
- 3. The person
- 4. Terms of appointment
- 5. How to apply

"Chineke!'s mission is 'championing change and celebrating diversity in classical music".



INTRODUCTION

The Chineke! Foundation was founded in April 2015 by double bass player, Chi-chi Nwanoku OBE, as Europe's first professional orchestra comprising a majority of Black, Asian and ethnically diverse musicians drawn from across the UK, Europe and the USA. Chineke!'s mission is 'championing change and celebrating diversity in classical music', working to inspire musicians, audiences and the next generation of performers.

Chineke! was established to provide career opportunities for musicians from the Black, Asian and ethnically diverse communities and to become a catalyst for change by increasing the representation of ethnically diverse musicians in British and European orchestras.

The organisation is fulfilling its mission through concerts by the Chineke! Orchestra and Chineke! Chamber Ensemble, by the creation of the Chineke! Junior Orchestra, a Learning & Participation programme, and by rediscovering and including works by Black, Asian and ethnically diverse composers both living and from the past. All of these activities provide inspiration and a positive role model for young Asian, Black and ethnically diverse musicians and audiences in the UK and aboard.

The 2011 census showed that 13% of the UK population was non-white. A 2014 survey of British Orchestras by McClure, Kokot and Scharff showed that of the 629 players in 17 British Orchestras, only 11 (1.7%) were from the Black, Asian and ethnically diverse communities. The lack of diversity in British Orchestras, and the arts in general, is at the forefront of debate in the UK classical music industry. The need to address this was highlighted in the government Culture White Paper of March 2016 which cited Chineke!:

"The government expects the cultural sectors to represent our diverse society in their artistic talent, workforce and audiences... the Chineke! Foundation, established by the musician Chi-chi Nwanoku, focuses on a similar problem [i.e. lack of diversity] in our classical orchestras and has established Europe's first majority black and minority ethnic (BME) orchestra, composed of exceptional musicians from across the continent. We want to see clearer pathways into the cultural sectors for people from black and minority ethnic groups and for disabled people".

Chineke! is leading the way in the debate on diversity through positive action: championing the work and talent of professional Black, Asian and ethnically diverse musicians in the UK and further afield and showing that music can, and should, be for everyone regardless of ethnicity.





The Chineke! Orchestra

The past five years have seen Chineke! make an extraordinary impact on British musical life. Since the Orchestra's inaugural concert at Queen Elizabeth Hall in September 2015, it has grown to a point where it is now giving multiple concerts each year at major festivals and concert series in the UK and abroad.

Highlights of the past years include Chineke!'s 2017 debut at the BBC Proms. Chineke! was the youngest orchestra, in terms of how long they have existed, ever to have been invited to perform at the Proms. In 2019, the Orchestra returned to the Royal Albert Hall for another BBC Proms performance, in a special CBeebies Prom aimed at children and their families to celebrate the 50th anniversary of the Apollo 11 moon landing. Chineke! was delighted to perform the world premiere of Hans Zimmer's new commission *Earth*.

Chineke! is proud to have been appointed an Associate Orchestra at London's Southbank Centre where they have given several concerts at Royal Festival Hall and Queen Elizabeth Hall, including the re-opening concert at the Queen Elizabeth Hall in April 2018. In 2019, Chineke! was made Orchestra in Partnership at Fairfield Halls in Croydon and there are now plans to move to a new headquarters at Woolwich Works.

In the UK Chineke! has given concerts in the Barbican, Birmingham, Brighton, Bristol, Cambridge, Chatham, Cheltenham, Queen Elizabeth Hall and Royal Festival Hall (London), Ryedale, Salisbury, Snape, Southampton, Tonbridge, Wigmore Hall and Wimbledon, as well as Basingstoke, Bath, Bury St Edmunds and Manchester.

Abroad the Orchestra has performed in Rotterdam at the opening of the Classical:NEXT Conference in May 2017, Ghent Festival 2016 and 2017, Madrid at the World Opera Forum Conference in April 2018, and Rome.

The majority (over 96%) of the players in the Chineke! Orchestra are Black, Asian and ethnically diverse musicians drawn from the UK, Europe and further afield. After five years, Chineke! has a pool of more than 250 players, all of whom have played for the Chineke! Orchestra and Chineke! Chamber Ensemble on multiple occasions, with each concert involving anywhere from 4 up to 80 players. Since 2015, Chineke! has provided over 3,000 player-days of work including rehearsals and concerts.

The Orchestra's players are based predominantly in London and across the UK, but some come from Europe, the USA and from other countries. In all, the players' ethnic origins represent more than 45 different nationalities.

Chineke!'s mission is to invite people from all walks of life to experience the power and excellence of a classical music performance. To date the Orchestra has reached a live audience of over 30,000 people at their concerts, 20% of whom are from diverse backgrounds. Through broadcasts on Radio 3 Chineke! has reached an estimated further 400,000 people, while the televised BBC Proms broadcast in 2017 reached an additional 4 million+ people.

The Chineke! Junior Orchestra

The Chineke! Orchestra works closely with its sister ensemble, the Chineke! Junior Orchestra, a youth orchestra of Black, Asian and ethnically diverse players aged 11-22. Both ensembles were founded simultaneously in 2015 with the aim of creating opportunities for emerging and established musicians of Asian, Black and ethnically diverse heritage.

Many of the Junior Orchestra players already benefit from a number of existing youth schemes, junior music colleges and specialist music schools across the UK. The Chineke! Orchestra plays an important role in this project, with senior players acting as mentors, teachers and role models to the young musicians. In this way, the Chineke! Junior Orchestra acts as a bridge between such schemes and higher education, giving its players experience, encouragement and confidence during their formative years, with the hope of increasing the numbers of Black, Asian and ethnically diverse candidates currently studying music at third level. This process has already begun, with several of the Chineke! Juniors winning full scholarships to the Royal Academy of Music, Royal College of Music, Royal Northern College of Music and the Guildhall School of Music.

To learn more about The Chineke! Foundation please visit the website here: https://www.chineke.org





THE ROLE

Chineke!'s mission is "championing change and celebrating diversity in classical music". It is achieving this mission by the promotion of the professional Chineke! Orchestra and Chineke! Junior Orchestra, which comprise a majority of Black, Asian and ethnically diverse musicians.

The Role

Chineke! is now a well-established player on the international classical music scene and has achieved an incredible amount in its short history. The organisation is now looking ahead to the future and the charity's next stage of growth and is seeking an exceptional candidate to support them in this in the role of Chair. The Chair will lead the Board of Trustees and support the Executive Team in developing a new strategy that will ensure Chineke! is able to take the next step in its development as an established, sustainable and resilient organisation.

Key responsibilities

Key responsibilities for the Chair will include:

- To provide strategic leadership and support to Chineke! in collaboration with the Board of Trustees, the Artistic & Executive Director and Admin team:
- To work closely with the Artistic & Executive Director and the Board of Trustees in supporting the delivery of Chineke!'s founding vision, through the active promotion of the organisation's mission and values;
- To oversee development and delivery of Chineke!'s charitable aims and ensure legal and charity compliance; and
- To undertake the duties of a Trustee.

The Chair will lead the Board of Trustees by:

- Giving direction to policy and strategic decision making;
- Ensuring that the Board of Trustees makes clear decisions on strategy, policy, financial stewardship and risk exposure;
- Attending and chairing meetings of the Board of Trustees;
- Monitoring the implementation of the decisions of the Board of Trustees; and
- Planning the annual cycle of meetings with the Artistic & Executive Director and the General Manager.

Other key requirements of the role include working to:

- Monitor the performance of the Board of Trustees, its members the Artistic & Executive Director and the General Manager;
- Ensure that Chineke!'s principles of good governance continue to be upheld;
- Work collaboratively, respectfully and effectively to unite and lead the Board of Trustees, building trust and holding one another to account, ensuring that members of the Board of Trustees are properly inducted and supported;
- Work constructively with and offer guidance to the Artistic & Executive Director and the General Manager and, as appropriate, with senior management and the wider staff;
- Partner with the Artistic & Executive Director and the General Manager to achieve and to promote the organisation's mission;
- Fulfil duties in line with the Articles of Association;
- Act as a channel of communication between the Executive Management Team and the Board of Trustees;
- Together with the Artistic & Executive Director and the General Manager, to represent the organisation and serve as a spokesperson;
- Encourage Chineke!'s approach to equality, equity, diversity, inclusion and belonging;
- Attend regularly the performances of Chineke!;
- Support Chineke! to broker and manage relationships with key stakeholders; and
- Work closely with the Development Committee.





PERSON SPECIFICATION

It is envisaged that candidates will all or most of the following qualities:

- A commitment to the mission, aims and ethos of Chineke!;
- A proven track record of leading a substantial organisation in the public, voluntary or commercial sectors;
- A good understanding of the social, economic and political context in which Chineke! works and a willingness to further develop this understanding;
- An ability to effectively chair a diverse board in governing a complex organisation and a commitment to the importance of diversity as part of good governance;
- Understanding and ability to promote effective governance practices in the context of a registered UK charity;
- Excellent networking with a record of achievement and willing to engage with contacts for the benefit of Chinekel;
- Highly credible, a natural communicator and 'people person';
- Able to inspire audiences (staff, supporters etc.) with clear and compelling messages about Chineke!;
- The ability and willingness to represent Chineke! and to play an ambassadorial role with policy makers, funders, supporters and others;
- An ability to take a leading role in Chineke!'s development efforts;
- The confidence and ability to provide support to Trustees and to evaluate the performance of the Board of Trustees:
- The ability to provide supervision and guidance to the Artistic & Executive Director and the General Manager, and to work collaboratively in developing and implementing the strategy and monitoring performance of the organisation;

- Independence of thought and judgement with a willingness to accept and promote democratically made decisions of the Board of Trustees, irrespective of personal opinion;
- Time and enthusiasm to dedicate to the role of Chair of the Board, including a commitment (a) to prepare for and attend six full meetings of the Board of Trustees each year and numerous Board sub-committee meetings, (b) to represent the organisation regularly and (c) to interact with the Artistic & Executive Director and the General Manager for regular supervisory meetings;
- A willingness to travel to support Chineke!'s work; and
- A commitment to the organisation's Code of Conduct.





TERMS OF APPOINTMENT

- The Nominations Committee in accordance with its terms of reference shall nominate a Trustee to become the Chair of the Board. The Chair of the Board is accountable to the Board of Trustees.
- The term of appointment is for three years with the possibility of one term of renewal for a maximum of six years. In exceptional circumstances this may be extended by one year to ensure continuity.
- This is an unpaid non-executive role.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Chineke! on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code EAKAWA.

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

The closing date for applications is noon on **Monday 5 October 2020.**

* 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.

