



TOMORROW'S WARRIORS

Appointment of
Chair

May 2025 | Ref: JBTUA

Saxton Bampfylde

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Welcome from the Acting Chair and Co-Founders

Thank you for your interest in becoming our new Chair of Trustees at Tomorrow's Warriors as we start an exciting new chapter in our 34-year history.

Tomorrow's Warriors is the home of opportunity, diversity and excellence in jazz. We were the first organisation to develop and support young jazz musicians in the UK with a special focus on Black, female and other musicians whose financial or other circumstances might lock them out of opportunities to pursue a career in the music industry.

We've come a long way! From humble beginnings hosting a weekly jazz jam at The Jazz Café in Camden, we now lead a well-established, highly-regarded, changemaking jazz organisation, employing a professional office team of 15 people (growing to 18 in 2025), and a 17-strong music leader faculty.

Our work is rooted in excellence and a deep belief in the power of music to transform lives. Our alumni are among the most celebrated artists in UK jazz, many with successful international careers, inspiring a new generation of musicians and music lovers. They are a testament to Tomorrow's Warriors' approach to empowering young people to dream big and find their artistic voice, taking them on a creative journey that sees them grow into confident, global citizens and creative leaders.

Of course, we are proud of our many achievements since 1991, including the 61 organisational and personal awards for excellence that we've garnered over the years, but now we need to build on these achievements to maintain our momentum and ensure our direction of travel.

As founders, we feel as enthused and energised today as we did when we started and it is important for us that, as our new Chair, you share our enthusiasm and excitement, as you will play a central role in crafting the next chapter of the Tomorrow's Warriors story.

You will be a confident, collaborative, charismatic leader, who will lead and inspire our Board of Trustees, and work with us, our staff team and music leader faculty to establish a permanent HQ, expand our reach and ensure our long-term sustainability. Your values will align closely with ours, as will your love (but not necessarily knowledge) of music. You will bring energy, insight and opportunity to Tomorrow's Warriors, be a strong advocate for our cause and community, and help the organisation grow and fulfil its potential.

You will play a leading role in an innovative, creative, and highly respected changemaking organisation that develops outstanding music creatives, delivers ambitious artistic and community outreach projects, and continues to be a beacon at home and abroad for making arts accessible to all. You will gain insights into the cultural and charitable sectors, expand your knowledge and skills, and make a contribution to be proud of.

Read on to learn more about us, our work, and how you can make a difference. We hope you are inspired to be our next Chair!

With our warmest wishes,

Janine Irons OBE
Co-Founder and Chief Executive

Dr Gary Crosby OBE
Co-Founder and Artistic Director

Viv Broughton
Acting Chair



About Tomorrow's Warriors

Tomorrow's Warriors is a pioneering talent development organisation, creative producer, learning and training provider, charity, and consultancy specialising in jazz. Founded in 1991 by The Queen's Medal for Music recipient Dr Gary Crosby OBE and Janine Irons OBE, Tomorrow's Warriors supports aspiring artists from diverse backgrounds to discover their magic and achieve their creative ambitions.

Over 34 years, through development, outreach, and recruitment, we have directly impacted over 15,000 young people aged 11-25 outside of traditional formal education. Our pioneering Young Artist Development Programme primarily supports the early careers of young artists from Black and global majority backgrounds, female musicians, and those facing socio-economic barriers to pursuing a career in the music industry. Tomorrow's Warriors remains pivotal to elevating UK jazz music, and we are valued by our alumni and respected by our funding partners for the impact we have delivered through our pipeline for outstanding diverse talent.

Since our inception, Tomorrow's Warriors has provided a crucial development platform for many artists now gracing both domestic and international jazz stages – 2023 Mercury Prize winners EZRA Collective, Moses Boyd, Nubya Garcia, Cassie Kinoshi and Nérija, Binker Golding, Shabaka Hutchings and Sons of Kemet, CHERISE, Eska, Denys Baptiste, Soweto Kinch, Zara McFarlane, Camilla George, and many more.

With a dedicated space at the Southbank Centre to host our Learning Programme, Tomorrow's Warriors is proud to be a National Portfolio Organisation of Arts Council England and a PRS Foundation Talent Development Partner.

We are also home to, and creative producer of [Nu Civilisation Orchestra](#) – a cutting-edge orchestra known for its exciting cross-art form collaborations, and artistic integrity that offers a professional development pathway to many of the young musicians that have passed through Tomorrow's Warriors.

tomorrowswarriors.org



Vision and mission

OUR VISION

We believe in a world where opportunities for participation, ownership and leadership in music and the arts are available to all, regardless of background.

OUR MISSION

We love what we do. We find, develop, champion, and provide a platform for a community of artists, audiences, and music leaders. Together, we strive to transform the careers of future generations by increasing opportunity, diversity, and artistic excellence in and through jazz. To achieve our mission, we:

- Provide a pipeline for new, emerging, and established artists and musical leaders into sustainable careers through creating inspirational development programmes and performance opportunities.
- Leverage our network of professional partners to deliver outstanding events that develop culturally diverse audiences.
- Overcome barriers to progression by creating an open, inclusive creative environment for musicians, with a focus on the underserved global majority and female musicians.



"No single organisation has exerted a more profound or beneficial influence on jazz in Britain than Tomorrow's Warriors."

Richard Williams, The Blue Moment

"What a legacy that continues to grow."

**Joe Frankland, Chief Executive,
PRS Foundation**

"Tomorrow's Warriors was the first place where I felt I had a place as a woman in jazz and, crucially, as a black woman in jazz."

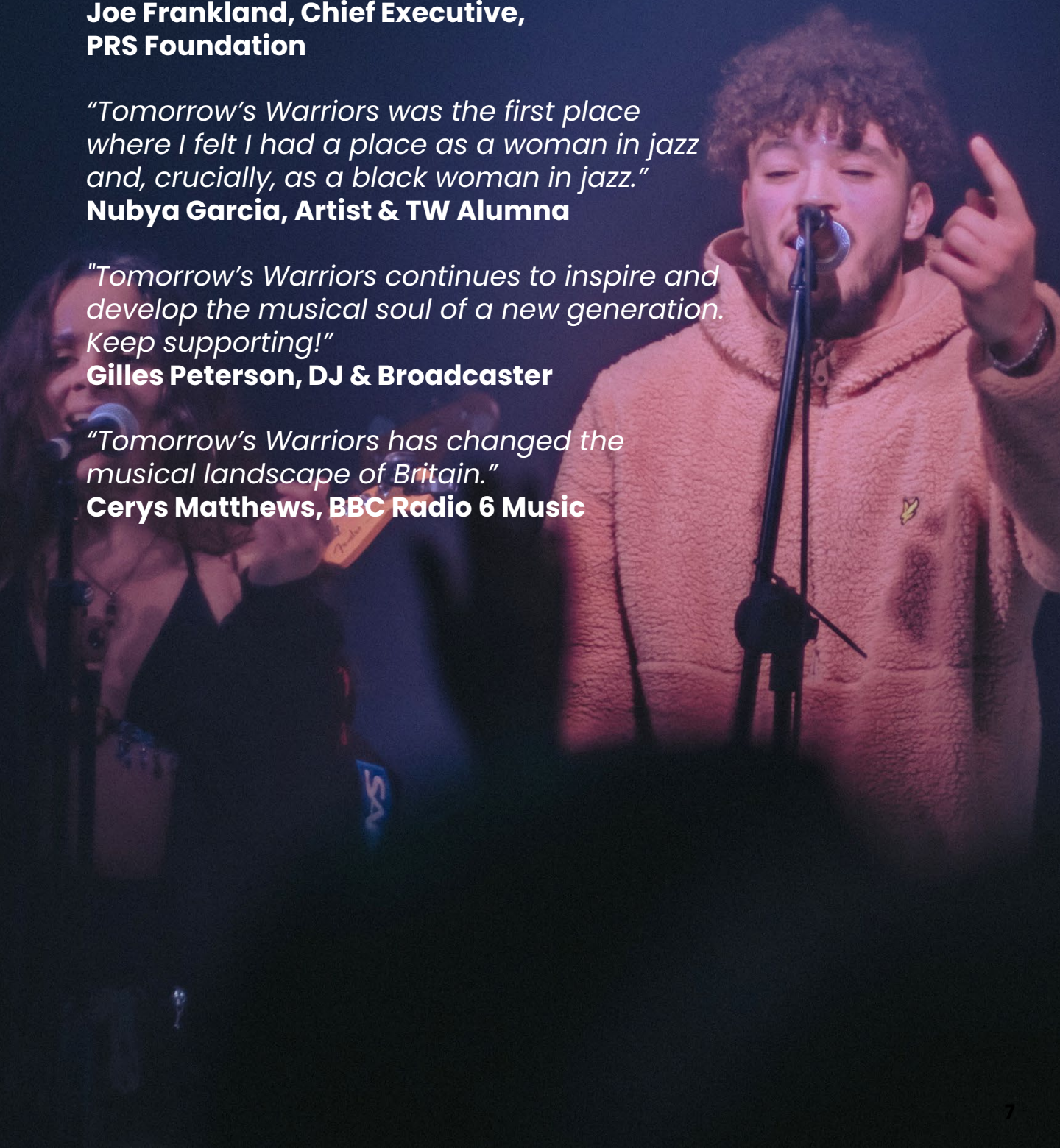
Nubya Garcia, Artist & TW Alumna

"Tomorrow's Warriors continues to inspire and develop the musical soul of a new generation. Keep supporting!"

Gilles Peterson, DJ & Broadcaster

"Tomorrow's Warriors has changed the musical landscape of Britain."

Cerys Matthews, BBC Radio 6 Music



IMPACT 2023-24
CONCERTS & PERFORMANCES



133 CONCERTS/PUBLIC PERFORMANCES

- 1,030 DAYS EMPLOYMENT FOR ARTISTS
- 30 PROFESSIONAL PERFORMANCES
- 4 PRIVATE FUNCTIONS
- 90 EMERGING ARTIST OPPORTUNITIES AND TALENT DEVELOPMENT SHOWCASES
- 9 PUBLIC JAM SESSIONS

178 MUSICIANS GIVEN EITHER PAID OR UNPAID PERFORMANCE OPPORTUNITIES



16,605 TOTAL LIVE AUDIENCE

860,000 RADIO BROADCAST AUDIENCE FIGURES INCLUDING NU CIVILISATION ORCHESTRA LIVE AT MAIDA VALE FOR BBC 3



441 £FREE LEARN & TRAIN SESSIONS

3,060 LEARNING OPPORTUNITIES

1,023 LEARN & TRAIN WORKSHOP HOURS

471 DAYS PAID EMPLOYMENT FOR MUSIC LEADERS

152 ACTIVE STUDENTS AGED 11-25 ENROLLED ON TW ARTIST DEVELOPMENT PROGRAMMES

9 STUDENTS ENROLLED/TAKING UP OFFERS ON CONSERVATOIRE/HE MUSIC COURSES



5 STUDENTS ATTENDED RESIDENTIAL INTERNATIONAL JAZZ SUMMER CAMP (USA)



48 MUSIC LEADER FACULTY MEMBERS

39 VISITING FACULTY

9 CORE FACULTY





The role of Chair

At a very exciting time for the organisation, Tomorrow's Warriors is seeking a Chair who can bring good governance, strategic leadership, creativity, and facilitation skills to lead the engaged and committed Board of Trustees as the organisation embarks on the next phase of its journey.

The Chair will ensure that, with the other Trustees, Tomorrow's Warriors acts in accordance with our constitution and will provide strategic oversight to further the organisation's objectives. The Chair will also support the Chief Executive and ensure that the Board functions as a unit and works closely with the entire Executive to achieve agreed objectives. The Chair will act as an ambassador and the public face of Tomorrow's Warriors in partnership with the Chief Executive and Artistic Director.

The statutory duties of all Trustees of Tomorrow's Warriors Trust (TWT) are:

- To ensure TWT complies with its memorandum and articles of association, charity law, company law and any other relevant legislation or regulations.
- To ensure TWT uses its resources exclusively in pursuance of its charitable purposes.
- To contribute actively to the Board's role in giving clear strategic direction to Tomorrow's Warriors providing oversight, evaluating planning and performance against agreed targets.
- To safeguard the good name and values of Tomorrow's Warriors.
- To be transparent in dealings with the Charity, declaring any personal interest (whether direct, indirect, financial, or other) to the Board.
- To ensure the financial stability of the Charity.

Principal responsibilities

External Advocacy and Fundraising

- Act as a strong advocate for Tomorrow's Warriors and, alongside the Chief Executive, represent the organisation at functions, meetings and act as a spokesperson;
- Attend performances and other events promoted for the organisation's benefit and take an active role in the promotion of the organisation;
- Assist the organisations fundraising activities and ensure that the Trustees understand, support and contribute to fundraising efforts;
- Develop and maintain good relationships with strategically important bodies such as Arts Council England, raising the organisations profile with key individuals in the music, arts, charitable, public, and business sectors and introducing contacts to the organisation for Tomorrow's Warriors' benefit.

Strategic Leadership

- Work with the Chief Executive to provide strategic vision and leadership;
- Provide support and challenge to the Chief Executive ensuring that the organisation is run in accordance with the decisions of the Trustees and governing documents;
- Ensure the Chief Executive carries out their responsibilities in accordance with good practice and in the best interests of the organisation;
- Oversee the appointment of a Chief Executive by the Board, as and when a vacancy arises.

Governance and Management

- Lead the Board of Trustees to ensure that the organisation's vision and mission are realised and promoted, and that the Trustees collectively fulfil their responsibilities;
- Regularly review the make-up of the Board and appoint suitable Trustees when necessary;
- Work closely with committees and delegate appropriate functions to these, in conjunction with the Board and the Chief Executive;
- Undertake annual reviews of Board performance and Trustees' contributions and effectiveness;
- Plan Trustee meetings and agendas, in conjunction with the Chief Executive; chair Trustee meetings and the AGM ensuring that business is covered efficiently and effectively;
- Take authorising action with relevant financial and legal documents in accordance with relevant mandates as required;
- Steward the organisation through transparent and effective operation of its policies, risk management, accounting procedures, internal controls and systems, ensuring these are annually audited and reviewed within all regulatory and legal requirements.

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Person specification

The ideal candidate will be passionate about Tomorrow's Warriors' mission and committed to supporting and driving the organisation into the next chapter of its history.

They will bring all or most of the following qualities:

Skills and Qualities

- Passionate about the arts/music and culture and in particular, Tomorrow's Warriors and all that it stands for;
- Able to contribute effectively and constructively, working collaboratively;
- Able to provide strategic direction, provide oversight, agree targets, and evaluate performance;
- Potential and openness to act as an external ambassador and advocate and bring new financial and strategic partners to benefit Tomorrow's Warriors;
- Strong leadership skills with the ability to motivate and influence;
- Financial and commercial acumen and a broad understanding of charity financial management;
- Good understanding of charity governance;
- Collaborative decision-making skills;
- Highly competent communication skills.

Experience

- Senior strategic leadership experience;
- Successful track record of achievement;
- Experience of being a board member;
- Experience of change management;
- Experience of chairing meetings and events;
- A strong track record of championing equality, diversity, and inclusion, and delivering change.





Terms of Appointment

Term

The Chair (and board members) will serve a three-year term to be eligible for re-appointment for one additional term.

Location

London, with meetings hosted at the Southbank Centre and offices of Trustees, subject to availability.

Time commitment

4-6 Board meetings per year plus 1 away day. The Chair also has the right to attend any of the Charity's sub-committees. Additionally, the Chair is also expected to have regular meetings with the Chief Executive and represent the Charity at various events and meetings with key stakeholders.

Total time commitment will vary depending on the matters in hand but is likely to be circa 2 days per month.

Remuneration

The role of Chair is not accompanied by any financial remuneration, although travel and other expenses incurred on behalf of the charity may be reclaimed

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Tomorrow's Warriors Trust on this appointment.

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

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 **Thursday 19th June 2025**.

** 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.*

Tomorrow's Warriors is proud to be a truly diverse organisation as seen through our artists, our audiences, and our team. We welcome and actively encourage applications from any individual regardless of ethnic origin, gender, religious belief, sexual orientation, disability, or age. All applications will be considered on merit.

Key dates of the process

- Preliminary interviews with Saxton Bampfylde: *w/c 23rd & 30th June*
- Informal meetings with Co-Founders and final interviews with Tomorrow's Warriors: *w/c 14th & 21st July*

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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



TOMORROW'S WARRIORS

**Creative Producers | Talent
Development Music Education | Charity |
Consultancy**

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Saxton Bampfylde