



HALLÉ
CONCERTS SOCIETY
NON-EXECUTIVE DIRECTOR
APPOINTMENTS

Recruitment information pack

Hallé Concerts Society
The Bridgewater Hall
MANCHESTER
M1 5HA
www.halle.co.uk

CONTACT DETAILS FOR THIS APPLICATION

Linzi Watts, Personal Assistant and Office Manager • Email: linzi.watts@halle.co.uk

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1. BACKGROUND

‘the most articulate, consistently beautiful playing of any full-time orchestra in recent years.’

The Spectator, 2023

Innovation has been central to the Hallé since its foundation in 1858 by Sir Charles Hallé, a true pioneer. His fundamental belief that music should be for everyone remains central to the orchestra’s vision today, yet the Hallé is much more than just a world-beating symphony orchestra. Its collective spirit can be felt in the variety of communities it embraces, the diversity of the ensembles it nurtures and the array of different concerts it offers.



Since 1858, Sir Charles Hallé’s ground-breaking work has been continued by other musical legends: Hans Richter, Hamilton Harty, John Barbirolli and Sir Mark Elder. The 2023–2024 season is Sir Mark’s final one as Music Director: he will be stepping aside after almost a quarter of a century at the helm. From the 2024–2025 season, Sir Mark takes the role of Conductor Emeritus and passes the baton to Kahchun Wong, who opens a new chapter for the Hallé as Principal Conductor and Artistic Advisor.

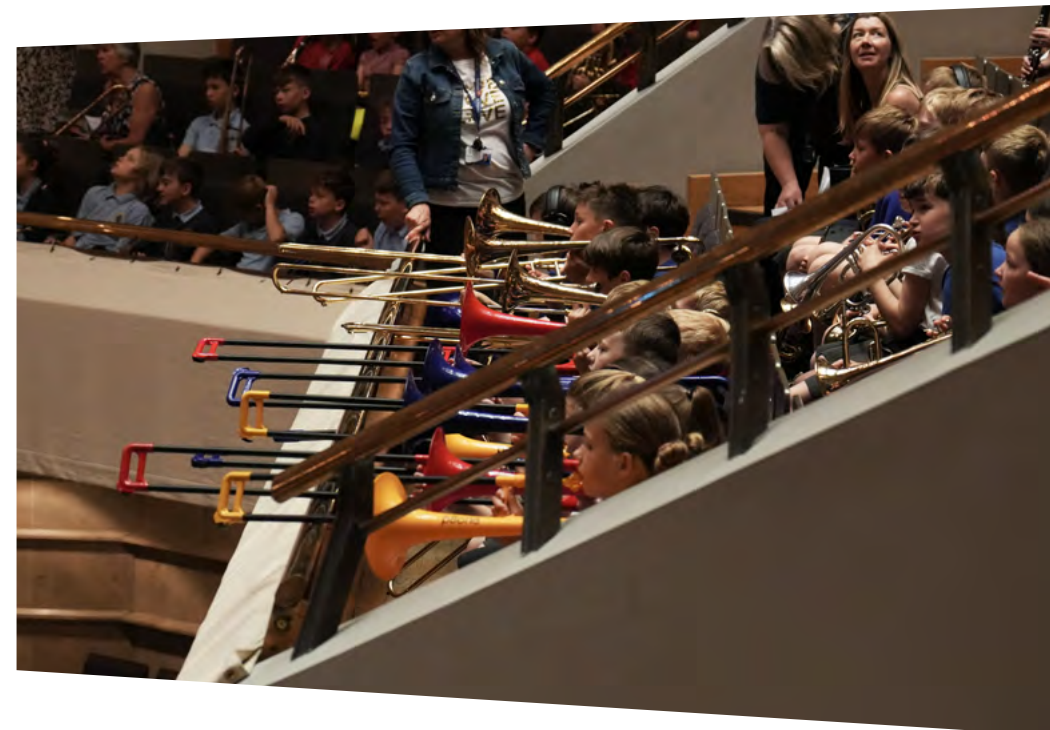
Sir Mark Elder bookends the 2023–2024 Manchester season with two very special Mahler symphonies (Nos. 9 and 5). Overflowing with extraordinary music, stellar artists and exciting new collaborations, the season includes orchestral, operatic and choral showpieces such as Elgar’s *Enigma Variations*, Verdi’s *Simon Boccanegra* and Ravel’s *Daphnis and Chloe*. Thomas Adès, one of the most celebrated living composers and conductors, joins the Hallé for the first of two seasons as Artist-in-Residence.

At the heart of the Hallé are its players, led by their dynamic Leader, Roberto Ruisi. Hailing from over 14 different countries, they are extraordinary, multi-skilled individuals in their own right – soloists, chamber musicians, educators and more – who, when united in concert, create the unique and world-famous Hallé sound.

Originally based in Manchester's Free Trade Hall, the Hallé has been resident at the specially built Bridgewater Hall, one of the world's great concert venues, since it was opened in 1996.

Hallé St Peter's opened in the resurgent area of Ancoats in 2013 and now includes the triple RIBA Award-winning Oglesby Centre. It provides a home for the Hallé to rehearse, record and perform, as well as a base for Hallé Connect, the banner that unites all the Hallé's varied schools and community work.

The Hallé performs to over 100,000 people annually at The Bridgewater Hall and this season its expanded offering includes hour-long immersive Rush Hour concerts, specially devised family performances and a series of unique collaborations with celebrated artists from other genres in 'The Hallé Presents ...'. Hallé St Peter's hosts a series of relaxed concerts and an incredibly popular lunchtime Chamber Series that frequently attracted capacity audiences.



The biggest initiative of its kind in the world, Hallé Connect's education and outreach projects inspire and engage more than 76,000 people a year, bringing music in its broadest sense to many who have never before visited a concert hall. The ever-expanding family of ensembles each week welcomes over 700 people, aged eight and upwards.

In addition, the Hallé holds residencies in major cities across the North West, performs regularly at prestigious international festivals, such as Edinburgh and the BBC Proms, and tours overseas, reaching another 70,000 listeners, both here and abroad. Encouraged by an enhanced social media presence, the Hallé has seen a dramatic increase in younger audiences, as well as the launch of its own record label, filmed concerts released online, expanded repertoire with brand-new commissions and numerous awards, including a 2022 South Bank Sky Arts Award.

1.1 THE ORCHESTRA

The Orchestra has 80 permanent posts (with some players employed on part time contracts) and gives around 140 concerts and events each year

Further information about the Orchestra and its performances is available at www.halle.co.uk

1.2 THE ADMINISTRATION

The Orchestra is supported in its work by an administrative team of around 45 people working across the areas of artistic planning, concerts, education and outreach, marketing, fundraising and finance.

1.3 DIVERSITY, INCLUSIVITY AND RELEVANCE

The Hallé Concerts Society is embedded in its city and aims to reflect the great diversity of Greater Manchester in all areas of its work: musicians, staff, board participants and audiences.

Our ambition is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each person will be respected and valued and able to give their best as a result. We're committed to providing equality and fairness to all in our organisation and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

We know that simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences, and recognise the importance of our teams reflecting the activities and communities they serve.

We operate an Equal Opportunities Recruitment Policy and welcome applications from all sections of the community. We would particularly welcome applications from applicants who identify as disabled, D/deaf, and/or neurodivergent who can bring their own lived experience to this role.



2. POST INFORMATION

2.1 THE BOARD

The Board is responsible for the overall governance of the Charity and supports the Chief Executive in the development of goals and strategies to enable us to achieve our aim of Changing Lives Through Music.

Our board consists of a total of thirteen non-executive directors. Ten are elected and the remaining three are nominated by Manchester City Council (1) and Greater Manchester Combined Authority (2). Board meetings are also attended by our Chief Executive, Finance Director and a nominated representative of the Orchestra.

2.2 THE ROLE

Owing to forthcoming vacancies, we are seeking to appoint two non-executive directors to complement the existing Board, and accordingly we welcome applications from individuals with the following skills:

- High-level finance / strategic business
- Marketing / Digital / Media
- Arts/Music/Culture
- Education

These appointments are intended to enhance the profile and strength of the Hallé.

2.3 KEY RESPONSIBILITIES

- Scrutinise and challenge strategic and tactical plans, standards of conduct, performance and control, and the performance of management in meeting agreed goals and objectives;
- Help to develop the artistic and educational potential of the Hallé and its ensembles and to help ensure it fulfils its public benefit commitment to its communities
- Actively explore innovative and viable new revenue streams including support for the Hallé's fundraising activities;
- Value and preserve the Hallé's regional heritage; and
- Broaden the Hallé's profile, appeal and influence, both national and internationally.

2.4 PERSON SPECIFICATION

We are seeking individuals with personal qualities which include:

- Ability to think strategically; problem solving and critical reasoning skills, ability to analyse and evaluate information;
- The willingness both to support and to challenge the executive;
- Impartiality in decision making and with sound judgement;
- A strong affinity for the North West and Manchester in particular; prepared to spend time in the North West improving the connectivity between the Board and the business; and
- An energetic and engaged approach, able to bring individual skills to the deliberations of the Board and to build strong working relationships with a broad range of people, stakeholders and external organisation

Successful candidates will:

- Share a passion for sustaining and developing the Hallé, regionally a key cultural organisation, on both the national and international stage;
- Possess an in-depth understanding of significant artistic and educational issues, or be actively engaged in a senior corporate or public sector role;
- Demonstrate a record of successful strategic contribution to an organisation, possibly, but not necessarily, as non-executive director.

3. TERMS OF APPOINTMENT

- Board members normally serve a minimum of one three year' term and a maximum of two three year' terms.
- The Board has bi-monthly meetings and holds its AGM in September.
- Members can take on a variety of roles depending on their skills and interests.
- Total time commitment is likely to be in the region of 5 to 10 hours per month.
- These are pro bono appointments but reasonable expenses will be met.



4. THE SELECTION PROCESS

The administrative arrangements in respect of this appointment are being undertaken by Linzi Watts, to whom your letter, CV and Equal Opportunities form should be forwarded.

The closing date is Friday 5th April 2024

Interviews will take place the week commencing 29th April 2024

Appointments are subject to the receipt of satisfactory references.

FURTHER INFORMATION

For further information or to clarify any points relating to this appointment, please contact Linzi Watts (contact details at the beginning of the pack).

5. HOW TO APPLY

To apply please forward the following to Linzi Watts (linzi.watt@halle.co.uk):

- A full CV
- A covering letter outlining why you are interested in playing a part in our work.
- A completed equal opportunities monitoring form (which can be downloaded from our website, www.halle.co.uk)

Please disclose any potential conflicts of interest in your application.



6. ADVERTISEMENT COPY

HALLÉ CONCERTS SOCIETY

Non-executive Director Appointments

The Hallé, Manchester's orchestra since 1858, is today flourishing as a world-leading beacon of artistic excellence, deeply embedded in its communities and committed to changing lives through music.

It is presently seeking to appoint two new Non-Executive Directors to its Board, and would welcome applications from individuals with the following skills:

- High-level finance / strategic business
- Marketing / Digital / Media
- Arts / Music / Culture
- Education

These are pro bono roles, however, reasonable expenses will be met by the Hallé.

We are an equal opportunities employer and we welcome applications from all suitably qualified persons regardless of their sex; religious or similar philosophical belief; political opinion; race; age; sexual orientation; or, whether they are married or are in a civil partnership; or, whether they are disabled; or whether they have undergone, are undergoing or intend to undergo gender reassignment.

Further information about the role is available on our website (www.halle.co.uk) or you can contact Linzi Watts (linzi.watts@halle.co.uk)

PROCESS AND TIMETABLE

To apply please forward the following to Linzi Watts:

- A full CV
- A covering letter outlining why you are interested in playing a part in our work
- An Equal Opportunities Monitoring Form (available on the website)

Please disclose any potential conflicts of interest in your application.

Deadline for applications: Friday 5th April 2024

Interviews will take place: week commencing 29th April 2024

The Hallé Concerts Society is a charity, registered number 223882



APPENDIX A

HALLÉ CONCERTS SOCIETY ORGANISATIONAL CHART

CHIEF EXECUTIVE

Personal Assistant and Office Manager

All Director posts (bold) are members of the Senior Management Team and report directly to the Chief Executive

HEAD OF ARTISTIC PLANNING ^(P/T)

- Senior Artistic Planning Manager
 - Artistic Planning Manager (Residencies) ^(P/T)
 - Artistic Planning Manager (Pops) ^(P/T)

FINANCE DIRECTOR

- Finance Manager - Management Accounts
- Finance Manager - Financial Accounts
 - Finance Assistant

HEAD OF HALLÉ CONNECT

- Education and Outreach Manager
 - Community Projects Manager
 - Children's Choir and Education Administrator
 - Connect Administrator
- Ensembles Manager ^(P/T)
- Hallé Choir Manager ^(P/T)
- Youth Ensembles Administrator

DIRECTOR OF COMMUNICATIONS AND DIGITAL

- Head of Brand & Design ^(P/T)
- Head of Digital
 - Digital Assistant
 - Social Media Coordinator
- Marketing Manager ^(P/T)
 - Media and Marketing Officer
- Publications Manager ^(P/T)

HEAD OF CONCERTS

- Concerts Co-ordinator
 - Concerts Administrator/PA to Music Director
- Librarian ^(P/T)
 - Assistant Librarian
- Orchestra Manager
 - Assistant Orchestra Manager
 - Senior Stage and Transport Manager
 - Stage Manager

HALLÉ VENUES DIRECTOR

- Hallé Venues Operations Manager
 - Hallé Venues Operations Officer
 - Hallé Venues Operations Officer
 - Hallé Venues Housekeeper ^(P/T)

DIRECTOR OF DEVELOPMENT

- Deputy Director of Development
 - HLF Project Manager ^(P/T : F/T)
 - HLF Archivist ^(P/T : F/T)
 - Hallé St Peter's Community Producer ^(P/T : F/T)
- Corporate Partnerships and Major Trusts Manager ^(P/T)
- Development Co-ordinator
- Development Assistant

(P/T) Part time • (F/T) Fixed term • (M/L) Maternity Leave