

HEBRIDES ENSEMBLE

Hebrides Ensemble – Scotland’s world-class classical chamber music group led by Artistic Director William Conway – is seeking new members for its Board of Trustees.

As it approaches its 30th year of exceptional music-making throughout Scotland and beyond, Hebrides Ensemble is seeking new board members to support its mission of innovative and imaginative programming, and to provide sound strategic leadership as we find creative ways to thrive in the “new normal” presented by the Covid-19 pandemic.

As the Ensemble navigates this post-pandemic landscape, we are looking forward to a period of reflection during which we will explore how we can continue to demonstrate the vibrancy and relevance of chamber music in a way that is sustainable – economically and environmentally – and accessible to all. We seek to find new ways to shine a light on our programming choices, improve how we contextualise and promote our work, and build a new and closer relationship between our art and our audiences. This guarantees to be a fascinating period in which to be a part of the Hebrides Ensemble team, and a unique opportunity to help shape our development at this extraordinary moment in time.

THE ENSEMBLE

With a long track record of festival engagements and tours, acclaimed recordings and an educational partnership with the Royal Conservatoire of Scotland, Hebrides Ensemble is looking to its next 30 years with a renewed focus on the accessibility and sustainability of its work, its responsibility to nurture and support the next generation of composers and performers, and always a commitment to engaging and inspiring performance.

Co-founded and led by its artistic director, the cellist and conductor William Conway, the Ensemble is renowned for its fresh and intelligent approach to programming, which places contemporary music at the heart of a diverse range of repertoire, and has cemented its reputation as one of the foremost chamber music collectives in the UK.

The Ensemble's flexibility is its strength, drawing its performers from a pool of the most outstanding musicians in the UK and beyond. This is an international ensemble with its roots in Scottish culture, a collective which performs regularly at venues and festivals throughout the UK and Europe, and is regularly featured in broadcasts for BBC Radio 3.

In recent years, the Ensemble has given premieres at the Muziekgebouw in Amsterdam, London's King's Place, The Wigmore Hall, Aldeburgh Festival, the Edinburgh International Festival and, in 2018, made its debut appearance at the BBC Proms.

Beyond its concert programming, Hebrides Academy supports the next generation of performers, composers, artistic directors and cultural leaders through a variety of training and development opportunities, and Hebrides Digital allows audiences around the world to be part of our performances, using live streaming and cutting edge digital technology.

In October 2019 Hebrides Ensemble released its fourth recording in a series of composer-focused discs with Delphian. *Airs from Another Planet: Chamber music and songs by Judith Weir* follows discs profiling the works of Nigel Osborne and Peter Maxwell Davies, as well as the first recording of James MacMillan's *Since it was the day of preparation...*, which went straight to No 1 in the Specialist Classical Charts.

In December 2019, the Ensemble worked in partnership with Drake Music Scotland and composer Ben Lunn on *Diversions*, a concert showcasing works by disabled composers and including a new piece for Hebrides Ensemble together with Drake Music Scotland's Digital Orchestra. The concert was designed with accessibility at the front and centre of the creative process, and the event was recognized with multiple awards at the Scottish Awards for New Music 2020.

The Ensemble is run day-to-day by a part time General Manager and draws on a team of freelancers for specific projects as required.

MEDIA

You can watch videos of Hebrides Ensemble performances on our [YouTube](#) and [Vimeo](#) channels, or on hebridesensemble.com/digital

THE BOARD

The Ensemble's supportive and committed Board members each have a particular focus based on their experience as well as taking overall responsibility for Hebrides Ensemble's long-term sustainability. Jo Buckley, Dave Fennessy, Rachel Lloyd, David Mowle, Peter Muir and Ben Twist have expertise in programming, composition, touring and operations, marketing, production and governance and together support William Conway and our General Manager Kate Whitlock.

We are now seeking additional members of the Board, and we are particularly interested in people with financial and legal expertise to help us run the charity effectively and people who can help us improve and develop the digital presentation of our work.

New members are given an induction pack including copies of recent minutes, accounts and funding applications/reports and have an initial meeting with the Chair, Artistic Director and General Manager in order to ensure full understanding of the activities of the ensemble and of the responsibilities of a board member.

We hold a minimum of four meetings per year, generally in Edinburgh, and provide additional support between meetings as required.

TRUSTEE RESPONSIBILITIES

- Acting as an ambassador for Hebrides Ensemble
- Developing and articulating the mission and values of Hebrides Ensemble
- Strategic planning to ensure the organisation's long-term artistic strength and financial sustainability
- Financial oversight of budgets and management accounts
- Risk management
- Review of operations including staffing structures, recruitment, internal controls
- Oversight of funding applications and reporting
- Ensuring compliance with legal obligations
- Attending performances where possible
- Supporting the General Manager as required

PERSON SPECIFICATION

There is no 'standard' board member. An exceptional board is made up of people with a range of backgrounds and personal experience. We do ask that board members demonstrate the following:

- Interest in classical music and/or the performing arts more widely

- Willingness to challenge the status quo constructively and find innovative solutions to organisational issues
- Willingness to take an active part in the life of the organisation, taking an interest in its development and trajectory and acting as an advocate for the Ensemble

We welcome those with previous board experience and those who may not have joined a board before. Additional support and mentoring may be available where appropriate.

We are particularly interested in applications from those with experience in any of the following areas, which are currently underrepresented across our board

- Financial management
- Legal/HR
- Digital project development and delivery
- National/International touring
- Individual giving/philanthropy

This list is not exclusive: Hebrides Ensemble recognises the importance of a diversity of knowledge and perspective among members of the board and welcomes expressions of interest from across all areas of expertise. We positively encourage applications from young people, women, people with disabilities, and those from Black, Asian and ethnically diverse communities and are happy to work with board members in order to ensure their active participation, for example through remote attendance where necessary, or reimbursement of childcare expenses.

KEY INFORMATION

Meeting locations: Edinburgh, although remote attendance e.g via Skype or Zoom can be facilitated.

Time commitment: Board meetings approximately every three months, with interim updates by email. Away days may take place from time to time. Board members are encouraged to attend Hebrides Ensemble performances and occasionally represent Hebrides Ensemble at external events. Trustees are appointed for an initial period of three years. Appointments can be extended thereafter.

Remuneration: Trustees are not paid; however Hebrides Ensemble will reimburse any reasonable expenses incurred for attendance at board meetings, including travel and childcare expenses.

To apply, please send a CV and note of interest to ben.twist@creativecarbonscotland.com. If you'd like an informal discussion about the role, please feel free to contact Ben on the email above or call 07931 553872.

For more information about Hebrides Ensemble visit www.hebridesensemble.com.