

Candidate Pack

Chair of the Board of Trustees



NYJO

Welcome

Dear Applicant

Thank you for your interest in becoming our next Chair at the National Youth Jazz Orchestra (NYJO). Established in 1965, NYJO has been widening opportunities and nurturing ambition for young people nationwide for over half a century.

We're a vibrant organisation, committed to increasing opportunities for young people aged 14-25 from across the UK to participate in and enjoy jazz. We work with emerging professional jazz musicians to bridge the gap between formal education and the music profession. We coach aspiring teenagers, developing their musicianship and musical understanding. We work in partnership with schools and Music Education Hubs to widen access to the arts; and we introduce new communities to jazz.

Our significant musical, artistic and cultural contribution is complemented by our increasingly important role for NYJO in social justice, as we widen access to participatory arts across the country. Our vision for the future is to continue to grow the organisation in such a way that we serve an increasingly large number and wide demographic of young people.

We appointed our first full-time, professional Chief Executive, Susie York Skinner, two years ago and, around the same time, moved into our first permanent home at Woolwich Works in south-east London. In early 2023, we received a substantial legacy of over £1,000,000 which has enabled us to begin work this year on the critical investment we need to develop NYJO's work.

Having entered our seventh decade with confidence, and with a bright future ahead of us, we're looking for a Chair who can provide inspirational strategic leadership to our Board and organisation and support us externally in building support and leverage. You will ensure excellent governance and oversight arrangements are in place, support Susie and her team, and work as a passionate advocate and champion for NYJO by taking our brand out into our audiences and, in particular, funder communities.

Our role is broad. Our beneficiaries are varied and we're committed to each and every one of them. And we're always seeking to enable, engage and nurture them. Individual progress, at any level, is prized above all else at our charity. We're looking for an inspirational and insightful Chair who is already personally respected, well networked, and will be an invaluable source of wisdom and guidance, as well as a trusted critical friend. In return, we're offering a rare chance to be part of a unique charity that's shaping the future of jazz.

If you believe you have the skills and qualities we are looking for, we very much look forward to hearing from you.

Janet Campbell
Chair of the Appointments Committee



Since joining NYJO I'm so much more confident as a performer. Especially in terms of being able to entertain and keep the crowd engaged. It's really nice to be able to feel that difference.

Lucy-Anne, NYJO Singer

About our organisation

NYJO exists to empower young jazz musicians through engaging participation projects and impactful live performance. Our Professional Development programme provides opportunities for emerging professional artists to perform an eclectic range of repertoire with world-class artists. Our Learning programmes nurture young musicians through high quality workshops, courses and gigs. We value access, inclusivity and progress at all levels – and are seen to act with courage and respect by our students. We believe, too, in the power of musical participation as a tool for personal growth.

Emerging Professionals

NYJO nurtures emerging professional artists with exciting performance projects and recording opportunities, and a range of professional coaching, from training as educators, to tuition in composition, arrangement, sound production and directing. Performance projects have included a once-in-a-lifetime collaboration with legendary Brazilian artist Hermeto Pascoal, a collaboration with Lisa Simone celebrating her mother's music, an exploration of Thelonious Monk's seminal 1959 At Town Hall with Tony Kofi and programmes of Dizzy Gillespie and Count Basie under Mark Armstrong. NYJO major tours include a celebration of Ray Charles' music with Tommy Blaize (one of the voices of BBC One's Strictly Come Dancing) and a new commission project with improviser, composer, pianist and all-round adventurer Nikki Yeoh.

Widening Access

Our national Learning programme is built around eight Widening Access partnerships, delivering education initiatives that respond to partners' work and communities' needs. We deliver year-round jazz education programmes in partnership with Music Education Hubs, schools & educators, working together to harness local knowledge, identify need, facilitate provision and ensure sustained impact. We have established partnerships in Cardiff & Rhondda Cynon Taf, Durham & Darlington, Humberside, Kent, Lancashire and Leicestershire, and are now developing new programmes in Bedfordshire and North Lincolnshire.

Our Widening Access programme is underpinned, and its impact extended by, the NYJO Network, a community of educators, musicians and sector leaders collaborating to provide mutual support, professional development opportunities and sector-wide advocacy, for the benefit of the sector, its professionals and young people.



NYJO Network

Supporting our national Learning programme, we have developed the NYJO Network both to offer lighter-touch short programmes of Learning work outside our established partnerships and also to offer a supportive CPD network to educators nationwide, sharing learning and best practice throughout the sector.

NYJO Under 18s

NYJO Under 18s is a Saturday programme for talented young teenage jazz musicians, offering training, ensemble-playing, performance opportunities and jams to develop players' technique and creativity. We are here to develop skills and technique, foster musicianship and personal growth, and encourage fun!

Many of our members have aspirations to play with NYJO's Emerging Professionals, but we're here to support individual learning and development regardless of their previous experience or ultimate ambitions.

Woolwich Works and NYJO Woolwich

Woolwich Works is a new arts hub with a mission to foster hope and opportunity by enabling local people to realise their creative potential. Set in Woolwich's Royal Arsenal development in south-east London, the venue was established for the benefit of the local community. We're delighted to be a Resident Artistic Company in this historic Thames-side building, providing exciting and rewarding opportunities for the local community to explore and enjoy creativity in all its forms.

From our Woolwich Works home, we run several open-access programmes designed to engage the local community, often specifically targeting young people from disadvantaged backgrounds. These programmes include an entry-level Creative Ensemble; interactive schools' performances by the NYJO Jazz Messengers; Holiday Projects; and a Community Choir run in partnership with Age UK.

Our future

We will continue growing the organisation to serve an increasingly large number and wide demographic of young people. We will diversify the kinds of ensembles that we nurture, widening our appeal to all kinds of artists and students. We will ensure that the skills that we teach are relevant to an evolving, ever fluid profession. We will listen to our beneficiaries to create work that responds to their passions and enthusiasms. We will collaborate with regional partners and educators, to ensure that we bring value to partnerships. And we will dedicate ourselves to becoming truly national, finally bringing an end to the postcode lottery that has long-existed in participatory arts, and specifically jazz.

Recent years have been difficult for the arts community. Our relentless determination to continue serving and supporting our beneficiaries during the pandemic demanded significant changes to activity. Our return to live performance and education work created a surge of activity in 2021, delivering our highest-ever levels of education, performance, commissioning and recording work. While audiences returned slowly and 2022 was a complicated year for NYJO, we are delighted that our future now looks far brighter: having received a legacy valued at over £1,000,000 last year, we have begun to invest in infrastructure and in an expendable endowment fund that is expected to sustain the charity for decades to come. Our Legacy Club has also been created to stimulate and inspire donor commitment to NYJO.

To find out more please visit <https://nyjo.org.uk/>



Our Trustee Team



**Projjol
Banerjea**
Interim Chair of Trustees



**Paul
Boniface**
Interim Deputy Chair



**Janet
Campbell**
Trustee



**Simon
Cooke**
Trustee



**Andy
Grappy**
Trustee



**Nikki
Iles BEM**
Trustee



**Alan
Ridgeway**
Trustee



**Tricia
Sibbons**
Trustee



**Cindy
Sughrue OBE**
Trustee



I've felt very fortunate to be surrounded by amazing musicians, and I think that the environment at NYJO – which has fostered creativity and inspiration – has allowed my confidence and musical ideas to grow.

Briony, NYJO Participant

The Role

Our Chair provides inspiring leadership and effective governance to the organisation. The Trustee Board is responsible for setting the strategic aims, objectives and direction of NYJO, delegating day to day management to an executive team led by the Chief Executive, Susie York Skinner, and ensuring the long-term sustainability of the charity. The Chair ensures the Board is effective, cohesive, and collaborative and plays a role as ambassador and visible champion for NYJO to partners, donors and funders.

Main responsibilities of the Chair role

- Provide clear and inclusive leadership and direction to the NYJO Board of Trustees, ensuring the Board is effective in performing its strategic oversight and scrutiny role.
- Lead the Board's overall development, including ways of working, culture and succession planning.
- Work in partnership with the Board of Trustees and Chief Executive to ensure the charity has a clear vision, mission and strategic direction in place.
- Support fundraising efforts, directly and / or alongside the CEO.
- Hold the Board and Executive to account for delivering NYJO's mission and vision, ensuring goals and priorities are met.
- Support the CEO and management team as necessary to achieve the charity's mission.
- Act as ambassador for the charity, influencing and engaging with NYJO's audiences, partners, donors and funders.
- Advocate for the role and importance of our artform and for access and opportunity for young people in participatory arts.
- Promote the highest standards of governance, financial probity, regulatory compliance and risk management, safeguarding NYJO's reputation and upholding its values.
- To work with trustees and staff to protect and uphold NYJO's reputation at all times.



Who we're looking for

What you will know or have experience of

- You will be a capable strategic leader and non-executive, with a reputation for providing inclusive leadership.
- You will be an experienced advocate, promoter and spokesperson with a confident track record of engaging diverse stakeholder groups, including funders.
- You will understand and appreciate the financial constraints and challenges of a charity in a competitive fundraising environment, particularly in the arts sector.

The skills and abilities you will need to demonstrate

- You will be a clear and independent thinker who fosters a positive Board culture.
- You can think outside the box and help us develop and implement new ideas.
- You use your emotional and cultural intelligence in your work.
- You can bring strong relationship and alliance-building abilities.
- Sound judgement is essential.
- We're looking for an effective communicator.

How you work

- Whatever your background, you will be a jazz lover and passionate ambassador for the importance of increasing access to the arts and broadening opportunity for young people.
- You will bring networks and connections and be someone who is happy to open doors to potential supporters.
- We're looking for someone who knows when to challenge constructively, when to hold back, and when to support.
- You will guide, inspire and energise others, including the Board and Executive and will be a natural networker who inspires confidence and trust.
- You will be present, engaged and collaborative.



Terms of appointment

Remuneration

This appointment is offered on a voluntary basis. All reasonable expenses incurred in the course of the postholder's responsibilities will be fully reimbursed by the charity.

Time commitment

The post requires two to three days per month, with occasional gigs and other events in addition to these.

Board meetings take place four times per year, usually in Woolwich or Central London.

We have a Fundraising Working Group and two committees – Appointments & Remuneration (which meets twice annually) and Finance & Audit (which meets four times annually). All meetings are currently held virtually. It is not anticipated that the Chair will attend all committees, although you may wish to be involved where your background and expertise is particularly relevant.

Length of appointment

Each trustee term of office is three years, usually renewed for a second term. In exceptional circumstances, a trustee may serve a third term.

Equality, Diversity and Inclusion (ED&I)

NYJO recognises the positive value of diversity and challenges discrimination of any kind. We actively encourage applications from all backgrounds and communities.



How to apply

We hope you will consider expressing an interest in becoming NYJO's next Chair. To make an application, please go to <https://starfishsearch.com/jobs/nyjo-chair/> and click on the apply now button, with the following prepared:

- your CV or equivalent biographical information;
- a covering letter that sets out your motivation for applying for this appointment, and why you think your skills and experience make you suitable
- tell us about any dates when you are not available to participate in the selection process (see the dates below).

We would also be grateful if you would also complete the Equality and Diversity monitoring form provided. This form is for monitoring purposes only and is not treated as part of your application; you can email the form back to us when you apply and our team will collect it.

Closing date is **Friday 23rd February 2024**.

Recruitment timescales

Candidates will be notified about the longlist by the end of March 2024 and selected candidates will meet with the team at Starfish Search in early April 2024.

Candidates will be notified about the final shortlist by mid April 2024.

Informal meetings / telephone calls may follow confirmation of the final shortlist.

Formal interviews for shortlisted candidates are expected to take place in the last 10 days or so of April 2024 (date to be confirmed)

Future meeting dates

The following dates have been agreed but can be altered if required. Meetings tend to take place at Woolwich Works; however, there is also flexibility here.

22nd February 6-8pm

16th May, 6-8pm

16th September, 6-8pm

28th November, 6-8pm

