

# Artistic Director Job Pack

## Contents

LETTER FROM THE BOARD

INTRODUCTION

PROGRAMME OF ACTIVITY

JOB DESCRIPTION

IDEAL CANDIDATE

OTHER INFORMATION



## Dear Candidate,

Thank you for your interest in the role of Artistic Director at the London Philharmonic Orchestra.

This exciting role for the LPO is central to our vision of how a world-class orchestra in the 21st century can take the lead in artistic excellence, relevance and evolution. Working in partnership with the Principal Conductor and Chief Executive, the successful candidate will be responsible for shaping and developing the artistic output of the Orchestra for the future. Edward Gardner OBE will be joining the Orchestra as its new Principal Conductor from the start of the 2021 season, whilst Vladimir Jurowski remains as Conductor Emeritus. We expect to announce an exciting Principal Guest Conductor in due course. This individual will work alongside David Burke, our incoming CEO. This role is pivotal in maintaining and developing the unique characteristics of the LPO with the simultaneous aim of extending into the future its ongoing artistic excellence and success.

The person appointed Artistic Director will find with the LPO an outstanding orchestra in very strong artistic, financial and administrative condition with an engaged governance team supporting its ability to deliver creativity and excellence. It has built an enviable reputation for its intelligent and adventurous programmes and an enthusiastic, enquiring and supportive audience at its London home, the Royal Festival Hall.

Modern orchestras face many challenges which we at the LPO meet energetically and proactively. We are dedicated to our artistic aims: engaging with ever widening audiences to share the wonder and beauty of the core repertoire as well as exploring variety and innovation; developing the cannon with the exciting universe of potential performers and composers bringing new voices to the repertoire; nurturing future generations whilst sharing with those whose access is challenged for any reason through inclusive education and community programming; exploring the expansive possibilities that digital technology can bring to our communities.

The London Philharmonic Orchestra is a self-governing orchestra, and you will find yourself welcomed by a remarkably tight-knit family of world-class musicians. The orchestra members both on the Board and on the Artistic Advisory Group will be fully supportive of the Artistic Director in a truly collaborative environment.

In the following pages you will find detailed information on the position, the Orchestra's programme and our organisation. If you require any further details, please do not hesitate to ask.

Everyone at the LPO is excited to welcome the fresh thinking and new approaches that will come with this appointment. We look forward to hearing from you.

Victoria Robey OBE HonRCM

Chairman

Martin Höhmann

President and First Violin

# London Philharmonic Orchestra

## Introduction

One of the finest orchestras on the international stage, the London Philharmonic Orchestra balances a long and distinguished history with its reputation as one of the UK's most forward-looking ensembles. The Orchestra is resident at the Southbank Centre's Royal Festival Hall in London which it combines with its role as resident symphony orchestra each summer at Glyndebourne Festival Opera. Outside London, the Orchestra has flourishing residencies in Brighton, Eastbourne and at Saffron Hall in Essex, and performs regularly around the UK.

The Orchestra also tours internationally, performing to sell-out audiences worldwide at the world's leading concert halls. In 1956 it became the first British orchestra to appear in Soviet Russia and in 1973 made the first ever visit to China by a Western orchestra. In 2020/21 the Orchestra will feature during a residency at the Elbphilharmonie in Hamburg. Touring remains a large part of the Orchestra's life.

The Orchestra was founded by Sir Thomas Beecham in 1932. It has since been headed by many of the world's greatest conductors including Sir Adrian Boult, Bernard Haitink, Sir Georg Solti, Klaus Tennstedt and Kurt Masur. Vladimir Jurowski is the Orchestra's current Principal Conductor and Artistic Advisor, enjoying a flourishing tenure since 2007. He will continue this successful partnership with the Orchestra as Conductor Emeritus when Edward Gardner will take up the position of Principal Conductor in 2021 to start what undoubtedly will be a new and exciting chapter in the LPO's history.

The London Philharmonic Orchestra is committed to inspiring the next generation of musicians. We recently celebrated the 30th anniversary of our Education and Community department, whose work over three decades has introduced so many people of all ages to orchestral music and created opportunities for people of all backgrounds to fulfil their creative potential. Our dynamic and wide-ranging programme provides first musical experiences for children and families; offers creative projects and professional development opportunities for schools and teachers; inspires talented teenage instrumentalists to progress their skills; and develops the next generation of professional musicians.

The Orchestra's work at the forefront of digital technology has enabled it to reach millions of people worldwide: all its recordings are available to download and stream and, as well as a YouTube channel and podcast series, the Orchestra has a lively and growing presence on social media.

## Programme of Activity

The London Philharmonic Orchestra currently undertakes 150 performances each year, plus chamber music and a substantial education and community programme.

Central to its programming is its International Series at the Royal Festival Hall, comprising of between 35-40 programmes each season. The Orchestra also currently gives 10 concerts specifically for schools and young families at the Royal Festival Hall.

Throughout 2020 we present a series entitled 2020 Vision, which features some of the most exciting works written since 2000, each combined in concert with pieces composed exactly 100 and 200 years earlier. Alongside Vladimir Jurowski and Edward Gardner, guest artists during the year include Sir Antonio Pappano, Anne-Sophie Mutter, Anoushka Shankar and Thomas Adès CBE.

Its residencies in Brighton, Eastbourne and Saffron Walden feature a combination of the London programmes and an opportunity to work with exciting emerging artists. Additionally the LPO performs annually at the Proms and travels to the UK's major concert halls.

International performances make up 35-40 performances each season. The Orchestra has strong ties in Europe, particularly Germany, Austria and Spain, and undertakes bi-annual tours to China and the US.

Glyndebourne Festival Opera is a longstanding partnership of over 50 years and the LPO is the main artistic partner in Glyndebourne's sustained period of creativity and success. This relationship gives the Orchestra a unique opportunity to balance concert and opera work, helping to develop the ensemble and repertoire that contribute to the Orchestra's unique style.

The Orchestra delivers over 300 education sessions per year, working with post-conservatoire musicians and emerging musicians of all ages from communities currently under-represented in the sector. A variety of initiatives are targeting young people across the educational key-stages with the goal to seek, mentor and propel talent on their musical journey regardless of cultural or social background. We are excited to further develop and integrate this important work in the future.

The Orchestra has a significant recording heritage and runs its own CD label boasting more than 100 titles. It achieves over 5 million streams a month, and has a lively, responsible and engaged presence on social media platforms.

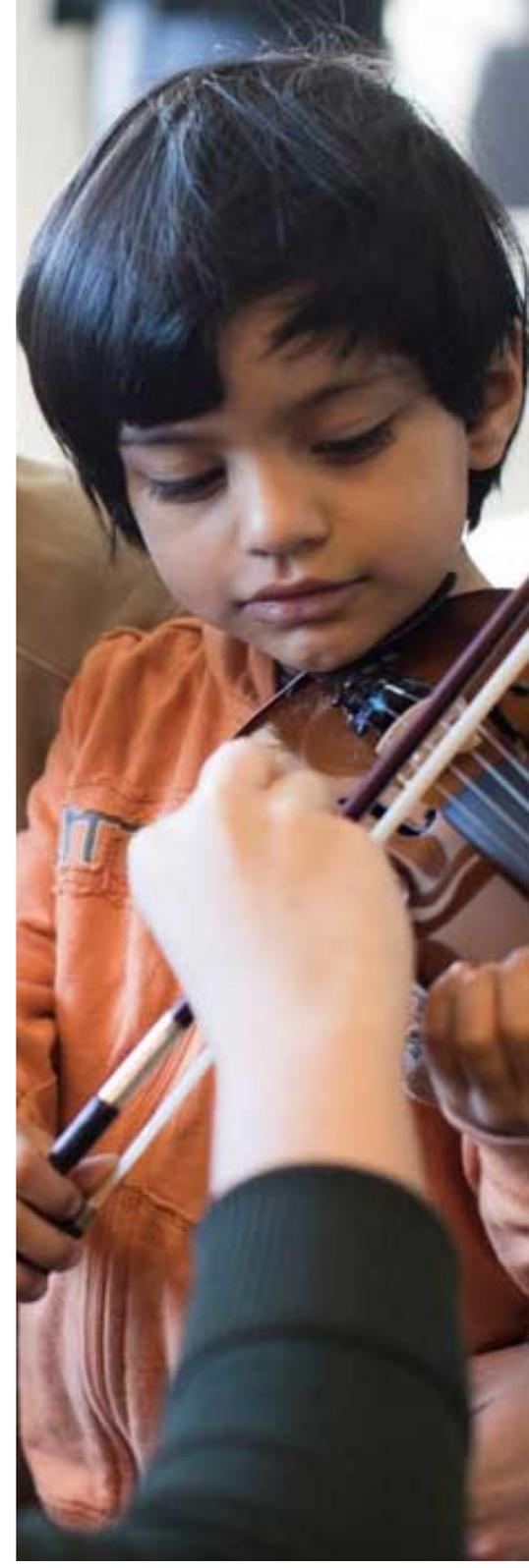


## Job Description

Key areas of responsibility for the Artistic Director are:

- Provide direction in the artistic planning creating a distinctive profile to ensure prominence at a national and international level.
- Consult with the Principal Conductor and Principal Conductor Designate on programming and artistic matters; ensure link to the orchestra by communicating these matters as appropriate to the Player President.
- Manage the selection of and relationship with all titled conductors, guest conductors, potential guest artists and resident composers; identify performance opportunities and scout for talent domestically and internationally.
- Collaborate, in a timely manner, with the LPO's Concerts Team to ensure programmes use appropriate orchestral resources and meet agreed project budgets. Assist with the compilation of those budgets where required.
- Attend the majority of LPO performances (excluding Glyndebourne but including touring where practical) to evaluate quality of artists and assess the impact of programming on audiences; attendance also enables the Artistic Director to participate in the cultivation of and engagement with donors, patrons, the industry and the wider LPO family.
- Collaborate closely with the Chief Executive and Board to provide artistic leadership and direction to ensure the long-term success of the orchestra; facilitate effective and constructive communications internally between Board, orchestra musicians and staff.
- Collaborate proactively with the Education and Community Team to ensure highest artistic standards and artistic synergy throughout the Orchestra's activities.
- Collaborate with the Marketing Director and PR Team to ensure the marketing and communications strategies and publications reflect the artistic vision and needs of the company; this also requires coordination with Digital Creative for innovative applications aimed at broadening the reach of the LPO to new audiences.
- When requested and appropriate, participate in interviews with press or meet with promoters in order to advance the success of the company's work.
- Actively support the fundraising efforts of the orchestra on both the revenue and capital sides working with the Director of Development and Director of Campaigns and Special Projects by meeting donors, trusts funds, and sponsors as is deemed helpful.

- Attend meetings (e.g. with Arts Council England) to represent the company in partnership with the Chief Executive as needed.
- Represent the LPO to the sector, and represent the sector more widely, taking a leading role in promoting the Orchestra and advocating for its continued public support. Seek new partnerships, including international relationships.
- The Artistic Director is a member of the Board of Directors of the LPO with all the duties and responsibilities therein, including attendance at Board meetings in person or by telecommunications link, as applicable; attendance at Advisory Council meetings would be highly beneficial and therefore recommended.



## Ideal Candidate

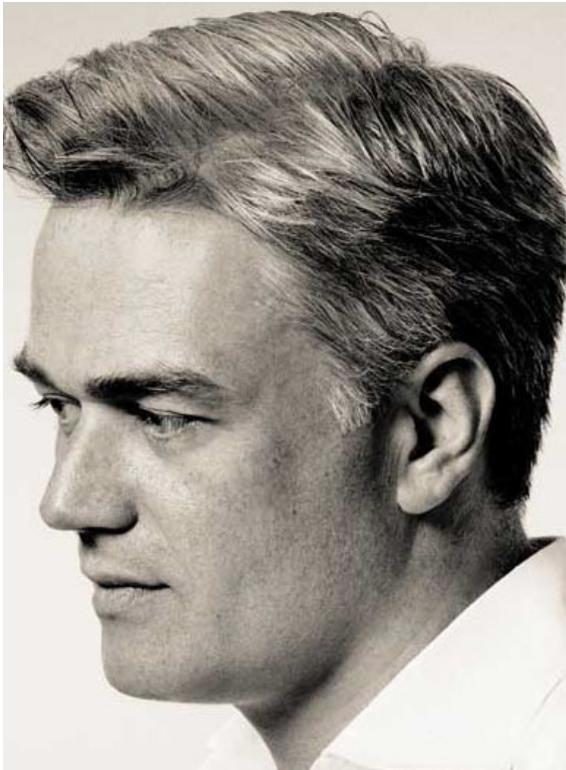
The Artistic Director of the LPO must have an inquiring, creative mind, a deep understanding of orchestras and how they work and a desire to explore, devise and implement wide ranging orchestral programming initiatives in close collaboration with the Principal Conductor. Stature and the ability to communicate effectively individually as well as alongside the Principal Conductor and senior leadership of the LPO as a significant public face of the orchestra is essential. She or he must have broad musical expertise, expansive repertoire knowledge and an outstanding ability to lead on curating and programming the orchestral seasons. It will be of essence to continue the excellence and trajectory that has been established as a hallmark of the LPO whilst introducing a novel personal element over time.

Commissioning new works and programming performances of contemporary music is important to the LPO and therefore should be of particular interest to the Artistic Director. This person must share the LPO's commitment to diversity and inclusion on all levels as part of an organisation seeking to unite multiple voices, cultures, talents and abilities.

The successful candidate should have experience with and a keen ability to identify and attract talent as well as an evident ability to build and retain relationships with guest artists, conductors and collaborators. Therefore, a warm, communicative and engaging personality is needed to bring these artists into the LPO family as well as for building a strong rapport with all members of the LPO team and the orchestra's musicians. The ideal candidate will be a team player with the ability to fit with and within the chemistry and fabric of the LPO.

This person will have an appreciation of the interrelationship between creativity, audience receptivity and funding requirements. In this context, this person will work closely with the Chief Executive to balance financial imperatives to underpin long-term creativity. Proactive and charismatic participation in fundraising efforts will be expected of the incoming Artistic Director.

A commitment to fully supporting and engaging creatively with the education team and the wider participation programmes to which the LPO is wholly committed as part of its core work is vital. The successful candidate will have an appreciation for the significance of the technological advances and ideas needed to reach wider audiences and will be keen to engage with the Digital Creative and members of the Marketing Team.



## **OTHER INFORMATION**

CONTRACT TYPE: Full-time permanent

SALARY: Commensurate with experience

PENSION SCHEME: The Orchestra will contribute 6% of salary to a pension scheme of the candidates choice

LOCATION: London based, with international travel expected to accompany orchestral touring, for research and to represent the Orchestra as required

FURTHER INFORMATION: For further information please contact [david.burke@lpo.org.uk](mailto:david.burke@lpo.org.uk), +44 20 7840 4221

APPLICATIONS: To apply please upload a CV and covering letter at [www.lpo.org.uk/about/jobs.html](http://www.lpo.org.uk/about/jobs.html)

