

**Turner Sims Southampton
Co-Chair Role, Strategic Board
Voluntary Opportunity**



Ashley Henry concert, month 2022 Credit whatabouttheash

We are seeking a Co-Chair to join our Strategic Board and help us deliver our ambitious and exciting five-year plan for Turner Sims Southampton

Our Vision is communities connected locally and globally through the joy of live music

Our Mission is to share live music that connects, moves and inspires people through extraordinary experiences in our venue and beyond

Turner Sims is a nationally renowned live music venue. We are part of the University of Southampton and an Arts Council England National Portfolio Organisation (NPO). Our Strategic Board has oversight and responsibility for Turner Sims on behalf of the University of Southampton. Membership of the Board is on a voluntary basis.

Where we are right now

Operating from our home on the University of Southampton Highfield Campus for almost 50 years, Turner Sims has established itself as a respected concert hall, programming international quality classical, jazz, global and folk music.

We have begun our five-year plan by:

- Testing new strands of programming
- Committing to establishing a wide-reaching engagement and participation programme
- Engaging proactively with students, artists and external partners
- Delivering against our new Equality, Diversity and Inclusion action plan

Our plans for the future

In 2021 the Strategic Board approved our five-year strategic plan that enables us to contribute to both the University's priorities as a Civic university and Arts Council England's ambitions by:

- engaging with diverse local communities, audiences and key cultural organisations, as well as our students and university staff to offer a wide range of opportunities for participation in creative activities
- working collaboratively with our cultural partners in Southampton and the wider region, contributing to the UK City of Culture 2025 bid legacy
- providing opportunities and supporting talent development through our engagement programme and embracing new technologies in partnership with the University's innovative research programme

Our transformation is underpinned by four key principles:

- **Quality** will be a pre-requisite for all choices and decisions relating to activities and events programmed at Turner Sims
- The programme of events and engagement activities will be **Audience Driven**, responding to the interests of students and young people, local communities and diverse new audiences
- **Collaboration** will underpin the approach to programming and engagement, building ever stronger partnerships with students and the university, with the arts and cultural organisations in Southampton and the wider region as well as with local communities
- The adoption of an **Open-door Policy** – doors that open both ways. The building will welcome people in, offering greater access to students and others to utilise the space and take more work into local communities

This is where you come in

As our Co-Chair you will play a crucial role, alongside the Strategic Board in shaping and supporting this work.

We are looking for a Co-Chair who is passionate about the value of music and performing arts organisations to their local and regional communities to join our Strategic Board.

We are actively seeking interest from people who brings new perspectives, industry expertise, and diverse lived experience of Southampton's communities to help us achieve our goals.

Who are we looking for?

We are committed to becoming more representative, to making space for a wider range of voices and experience within our strategic board and workforce. We are seeking to make our organisation more inclusive. Ensuring the membership of our board reflects the diversity of our local communities is very important to us and so we are particularly keen to hear from people from a culturally diverse background (including Black, Asian, Dual Heritage and Other ethnic groups), D/deaf and Disabled people and LGBTQI+, who are currently underrepresented in the Arts and Cultural sector.

We want to ensure that our board includes the perspectives of artists and participants, and that it is as balanced as possible in terms of age, gender, sexual orientation and socio-economic background.

We would like to expand our board with people with the following skills and lived experience:

- Representatives of Southampton's global majority communities
- Live music promoters in Southampton or the region
- Members of amateur music organisations in Southampton
- Young people between 18 and 25 with an interest in live music and arts and culture
- People from communities that are currently underrepresented within the Arts and Cultural sector

We also want to introduce additional industry knowledge and experience to help us address the challenges of the transformation that we are embarking on. So if you have experience of organisational change in a performing arts context, cultural venue management and/or embedding equality, diversity and inclusion, we would be keen to hear from you.

We warmly welcome applications from those who are new to trustee/board membership including young people, as well as individuals who have a proven track record in governance.



Turner Sims Family Day, July 2023 Credit whatabouttheash

Why become Co-Chair?

As Co-Chair of the Turner Sims Strategic Board you will be working with other board members and the team, using your skills, expertise and lived experience to help shape an ambitious future for Turner Sims.

As Co-Chair, you will:

- Gain experience of strategic thinking and leadership
- Understand how your skills and experience can be utilised in different contexts and situations
- Boost your CV
- Develop your networks
- Support the development of Southampton and the region's cultural offer
- Have the opportunity to attend concerts and events

The commitment we are looking for

Our board is made up of senior University staff and external board members. It meets four times a year with meetings generally lasting about 2 hours. Most meetings take place virtually on Teams and time-sensitive decisions are taken via e-mail allowing members to remain fully involved without the need to travel. From 2023, we anticipate a mix of online and in-person meetings including an annual Board Away Day.

Members who are freelance or unwaged will be eligible to receive an honorarium for preparing for and attending meetings (equivalent of one day per meeting, in line with (music sector) guidelines. Travel expenses will be reimbursed for all members.

In addition to the formal board meetings, the Co-Chairs will have a quarterly pre-meeting with the Turner Sims Senior management Team (SMT). Board members are required to participate in at least one sub-group, and occasional working groups addressing specific topics and challenges.

Co-Chair Role - Strategic Board Member

We are looking for an individual who shares our passion for music and the performing arts and our ambitions for a transformed Turner Sims as

a centre of creativity playing a key role in Southampton's cultural ecology.

We need a person who can think strategically, work collaboratively and help us to ensure that our programme and services are relevant and accessible to the diverse audiences, participants and communities that we seek to serve.

The role of Co-Chair will be shared with Shaun Williams, current Chair of the Turner Sims Strategic Board and Executive Director of Engagement and Advancement, University of Southampton.

Responsibilities

- To work as Co-Chairs, support the Strategic Board Members and the SMT in realising Turner Sims' transformational five-year strategic plan
- To share chairing responsibility for four Strategic Board per year, and possibly away-days
- To meet with the Turner Sims Senior Management Team (SMT), to set the agenda for the board meetings
- To maintain an overview of the key areas of Turner Sim's work, agreeing targets and monitoring progress against its business plan and ensuring that funding commitments are fulfilled
- To agree key milestones for the implementation of the strategic plan and related funding agreements, and monitor progress against them, providing advice as appropriate
- To support Turner Sims to communicate effectively with existing and new diverse audiences and participants, encouraging increased attendance and involvement
- To review the effective delivery of our activity in our venue and beyond, monitoring progress against agreed targets.
- To support Turner Sims to establish a wide-reaching engagement and participation programme in collaboration with a range of partners, other cultural organisations, artists, and students
- To monitor Turner Sims' implementation of the University Strategy for Equality, Diversity and Inclusion, regularly assessing progress against key targets
- To support Turner Sims to maximise opportunities for PR, profile raising, and philanthropic activity

- To monitor progress against financial targets approved by the University
- To support Turner Sims, where appropriate, in negotiations with external bodies for funding and monitoring the conditions associated with agreed allocation of funding
- To maintain the confidentiality of Turner Sims and UoS matters

Together, the Co-Chairs and SMT will:

- Agree dates for Quarterly Trustees meetings, ensuring agendas and minutes are circulated

Person specification:

We are looking for someone with skills relevant for the role, for example:

- excellent consultation and communication skills
- experience of chairing or membership on a committee/ board
- experience of organisational development and/or leadership

We are looking for someone with interest in:

- supporting others on the board to flourish
- organisational development
- music / performing arts, community, engagement, charitable sectors



Manu Delago, November 2022

Want to find out more about being Co-Chair?

We recognise that if you have not been on an organisation's board before, then you may have questions about the role. If you'd like to find out more about what it means to be Co-Chair, please contact Louise Coysh, Director of Turner Sims Transition via arts@soton.ac.uk to arrange an informal conversation.

How to apply

To start the conversation, we are asking you to send us an expression of interest. You can send us a letter of no more than two pages, or if you prefer, you are also welcome to send a video or audio file of no more than 5 minutes (preferred format MP4).

Please tell us:

- Why you would like to be Co-Chair of the Turner Sims Strategic Board
- What you think you would bring to the organisation and how your skills and lived experience could support the Strategic Board and team in achieving its vision.
- A bit about yourself, what you do and your experience

Closing date for applications

Friday 3 February 2023

- Please email your expression of interest to arts@soton.ac.uk by midday, **Friday 3 February 2023**
- Please complete the online Equal Opportunities Monitoring Survey via the link*: <https://bit.ly/TSEqualOpp>
- Please mark your email as confidential and include 'Co-Chair application' in the subject line.

*All Monitoring data is anonymous and will be treated in confidence.

Interviews are planned for **week commencing 20 February 2023 and will held online**. When you send your Expression of Interest, please let us know if you are not free during that week.

We will contact everyone who expresses an interest to let them know the outcome of their application and, if requested, offer feedback.

Access Support

It's important to us that everyone who believes they can contribute to our Strategic Board feels welcome and able to apply. We want to ensure the application process is accessible, and to give you the information you need to decide whether you might be suitable.

If you require the recruitment pack or any further information in a different format, or have questions before you apply, please get in touch with arts@soton.ac.uk or call Val Drayton, Head of Operations on 02380 594209.

Thank you for your interest



Turner Sims Family Day, July 2023 Credit whatabouttheash



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