

Turner Sims Southampton Strategic Board Members Voluntary Opportunity



Turner Sims is changing and needs your help

We have updated our vision and mission as part of our exciting five-year Transition plan.

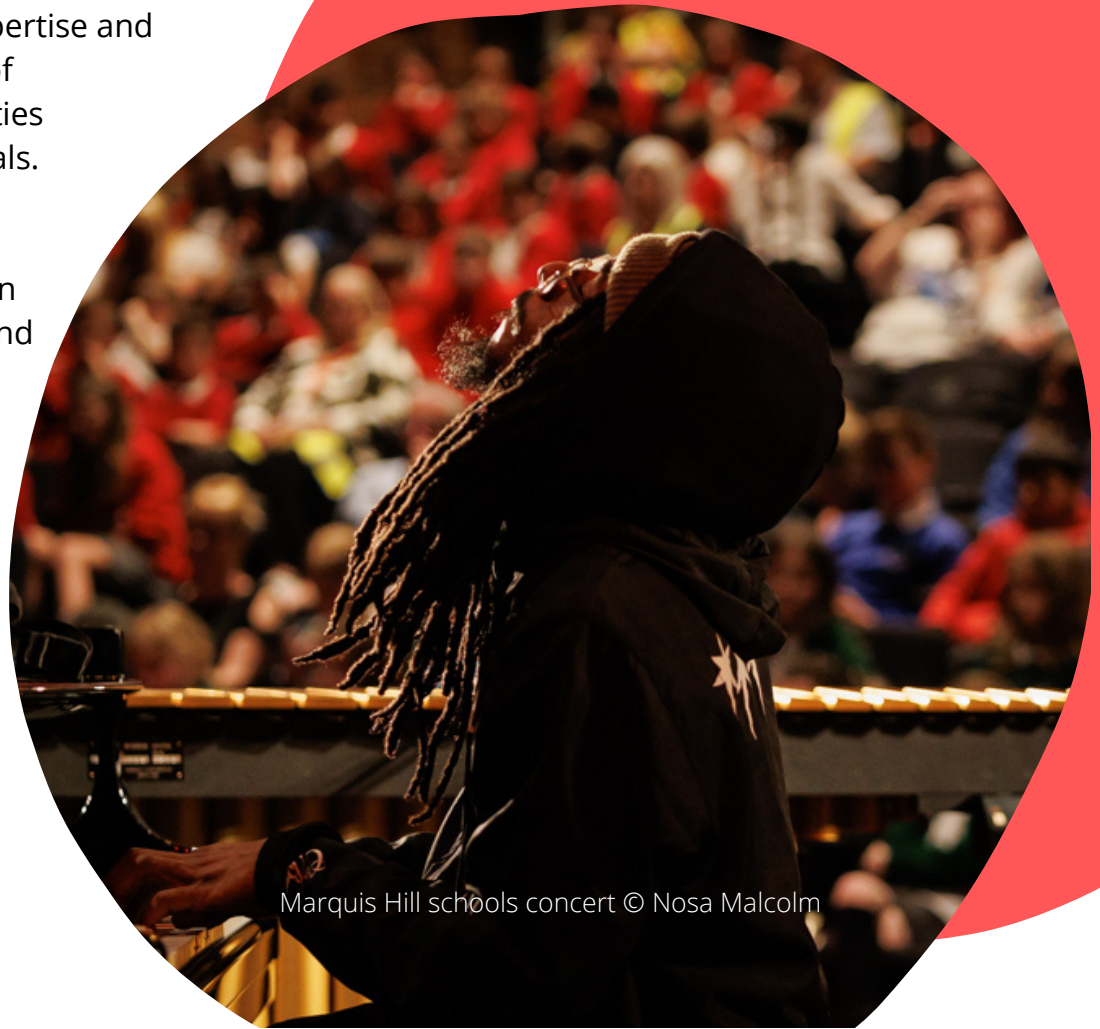
Our Vision is communities connected locally and globally through the joy of live music

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

We are looking for new Strategic Board members who are passionate about the value of music and performing arts organisations to their local and regional communities. We need new perspectives, industry expertise and diverse lived experience of Southampton's communities to help us achieve our goals.

Turner Sims is 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.



Marquis Hill schools concert © Nosa Malcolm

Where we are right now

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

We have started down the road of change by:

- testing new strands of programming
- committing to establishing a wide reaching engagement and participation programme
- engaging proactively with students, artists and external partners
- developing our new Equality, Diversity and Inclusion action plan



Laverne Williams as *The Mother*, Mayflower400 *Voyages of the Heart* © Rachel Adams



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

The transformation of Turner Sims will provide the foundations for our new centre of creativity, 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 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 out through them into the city and local communities

As a new Strategic Board member, you will play a crucial role in shaping and supporting this work.

Who are we looking for?

We are committed to becoming more representative, 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.

In particular, 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 are also keen to introduce additional industry knowledge and experience to help us address the challenges of the transformation that we are embarking on. 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 pleased 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.



Why join the Board?

Being on a board is a fulfilling experience, where you will use your skills, expertise and lived experience to help shape the future of Turner Sims.

By joining the Turner Sims Strategic Board, 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

Turner Sims is part of the University of Southampton's Engagement and Advancement Directorate and is largely funded by the University. Arts Council England is our other core funder, with ticket sales, commercial hires and donations our other principal sources of income.

Our Strategic Board is made up of a combination of senior University staff and external board members. It meets four times a year with meetings generally lasting about 2 hours. During Covid most meetings have taken place virtually on Teams and time-sensitive decisions have shifted to e-mail allowing board members to remain fully involved without the need to travel. Going forward we anticipate transitioning to a mix of on-line and live 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.

In addition to the formal board meetings, members are asked to participate in sub-groups addressing specific topics and challenges.



Strategic Board Members Role



We are looking for individuals who share 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 people 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.

Responsibilities

- To support the Chair and Vice Chair of the Strategic Board and the Executive Team in formulating and realising Turner Sims' transformational five year strategic plan
- 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



Turner Sims Summer Family Day © Nosa Malcolm

How to find out more

Want to find out more about being a Board Member?

We recognise that if you've 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 on a Board, email arts@soton.ac.uk to arrange an informal chat with Louise Coysh or Val Drayton.

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 join 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: Midday, Friday 3 February 2023

Please email your expression of interest to arts@soton.ac.uk by **midday, Friday 3 February 2023**, along with 'along with completing the online **Equal Opportunities Monitoring Survey** at <https://bit.ly/TSEqualOpp> (All data is anonymous and treated in confidence). Please mark your email as confidential and include 'Board application' in the subject line.

Initial interviews

Interviews are planned for the week commencing 20 February 2023 and will be 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

Thank you for your interest in this opportunity