



# CREATIVE DIRECTOR & DEPUTY CEO

Manchester Camerata – Job Description



## Who We're Looking For

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We are looking for a creative, passionate, and driven leader, who understands what it's like to be a musician. As a great relationship maker and maintainer, a confident communicator and negotiator, you will have a natural ability to engage people at all levels from a diverse range of backgrounds.

You'll be responsive, organised, with a strong knowledge of the sector and a desire to build great programmes and relationships which support positive change. You will be a fast and efficient worker and have the financial acumen, written, and presentational skills to back it up.

You will be ambitious and innovative in striving to fill the orchestra's diary with varied and sector-leading work. You will develop strong national and international partnerships, in order to achieve sufficient commercial engagements, and balance this with our promoted series of concerts at home in Greater Manchester.

Manchester Camerata has a commitment to diversity in its staffing, governance, and all parts of its programme, and actively seeks applications from the widest range of applicants.

If you require any adjustments throughout the recruitment process, please get in touch.

## About Us

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Manchester Camerata is the UK's most relentlessly pioneering orchestra. We believe that great music created by exceptional musicians can transform the lives of people and change the prospects of places. It can feel like a type of alchemy, something magical and transformative – this is something we witness each time we perform. Whether on a stage or in the community, great music positively changes the lives of people that it touches.

**Local heart, global head:** Manchester is a region constantly reshaped by music and radicalism, two traditions that Manchester Camerata is proud to be part of. Wherever we perform in the world, that heritage shapes our programme and performances. A key demonstration of this has been our recent move into our new home, The Monastery at the heart of the Gorton community in East Manchester.

**Our promise:** Manchester Camerata makes music for change. This means over the next three years we are committed to:

**Changing the city region:** We will reach over one million people in Greater Manchester with world-class music over the next three years.

**Changing the sector:** We will blaze a trail for other organisations, supporting the wider sector to keep pace with accelerating social and technological change.

**Putting change at the heart of our practice:** This year, we are using the focus of our 50<sup>th</sup> anniversary to challenge ourselves as creators and musicians to develop and deliver



programmes that create powerful shared moments and shape new collective stories. New commissioned works in this plan are key to that.

**How we work:** Our three core values of connection, courage, and collaboration drive all of our work:

**Connection:** Connection with audiences is at the heart of what we do. The quality and craft of our musicians isn't just *shared* with audiences, it is *forged* by the intimacy of the artistic and emotional connections that we make with real people in real places. Whether with our Artistic Director, Gábor Takács-Nagy, or other artists, this is part of the orchestra's DNA.

**Courage:** Changing the way things currently work demands courage. The courage to work in different ways and with different audiences. The courage to listen and be challenged by the lives we connect with. The courage to take risks and learn if we fail.

**Collaboration:** We are experts in music, but we know that others are the experts in place. That is why we want to work with local partners and communities to build programmes that understand and reflect local needs. This is the basis for our 10-year Greater Manchester Social Impact Plan.

Our ambition is immense. We believe that everyone has a right to experience the transformative power of exceptional music, whoever they are, wherever they live, and whatever their background.

**Scroll through this to see what's happened in our 50<sup>th</sup> year, and what's left to come...**

<https://manchestercamerata.co.uk/performance/five-zero-programme/>



## The Opportunity

**Strategy** – Our Strategic Plan 2022–2026 is structured into 5 areas: Concerts, Community, Communications, Finance and Governance. The Creative Director and Deputy CEO sits within the Concerts area, supported by an Artistic Ambition and Excellence Group, overseen by board member Greg Batsleer.

There are three parts to the Concerts strategy: Live work (programme of live concerts and events); Digital projects; and Research & Development (this includes the long-term partnerships with The University of Manchester, Sheffield and Leeds).

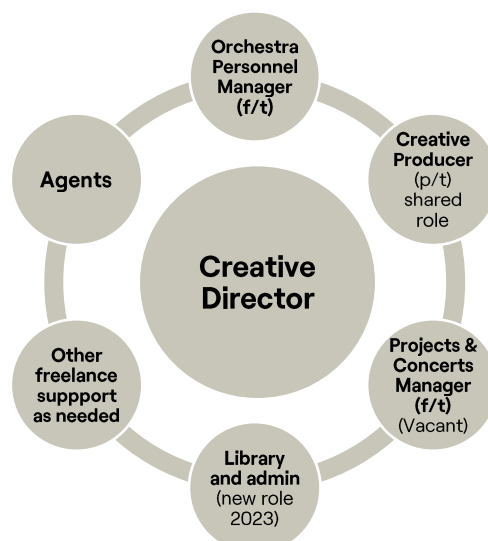
You will also deputise for the CEO as necessary, take agreed responsibilities for the MU/Camerata agreement, and support the organisations fundraising function with specific content for grant applications and reports.

**Key relationships** – Our world-class musicians, Members and Extras, our Music Director Gábor Takács-Nagy plus the many other artists we work with: Jess Gillam, Jean-Efflam Bavouzet; Orchestras Live, Hacienda Classical; Stoller Hall and Chetham's School of Music; The Monastery, Manchester; our agent Nathalie Blue, touring agents (Harrison Parrott, Old & New Montecarlo); RNCM; Nevill Holt Opera; our external PR team.

**What's the role like?** – You'll be at the centre of a small, supportive, and busy team, and be able to balance the demands of immediate artistic and financial pressure with long-term planning and direction.

Working closely and responsively with Marketing and Communications, Fundraising and Community, you are part of a team who feel passionately about what they are doing.

Together, we deliver a varied and fulfilling programme for the orchestra, with work that accelerates the pace of change within our sector.







## Recent Highlights

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★★★★★ 'Energetic Mozart up there with the very best... soloist, conductor and orchestra conjure up a magical soundworld' – BBC Music magazine



Our recording of British-Iranian composer, artist and turntablist, Shiva Feshareki's stunning Venus/ZOHREH.



Commissioned exclusively by Manchester Camerata, the 'Untold' series tells real-life stories through music and spoken word. In this episode, we work with our Music Director Gábor Takács-Nagy.



Our performance of 'Joyful Joyful' with our Artistic Partner AMC Gospel Choir.



We've played with the legendary pianist Martha Argerich numerous times over the years, such as this 2013 performance during that year's Manchester International Festival.



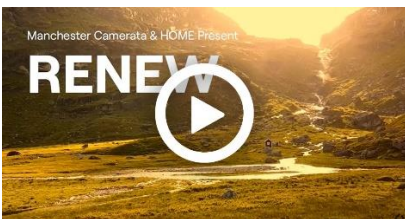
"...a brilliant showcase of the individual virtuosity of some of the Manchester Camerata's [wind] players"  
Gramophone.co.uk



We're sector-leading in our music and dementia research and development, bringing benefits to those affected by dementia, and now extending the work to training carers through a brand-new app. We first met Keith back in 2018 at one of our dementia-music sessions in Wigan. In this film, he tells about the experience of dementia from a first-person point of view.



Our Camerata commission, 'Be Still' by Daniel Kidane is now played internationally, including by the San Francisco Symphony.



Made in collaboration with HOME, the 'Renew' series paired guided meditations with carefully chosen pieces performed by Manchester Camerata.



Watch our performance of Mozart's Sinfonia Concertante in E-flat, as performed by Alexander Sitkovetsky and Timothy Ridout as part of our Mozart in Motion digital concert.



[ B R E A T H E ] is an hour-long film made in collaboration with Orchestras Live and touring nationally.



We've opened Glastonbury Festival in front of 40,000 people with Hacienda Classical, a jubilant and very Mancunian project that now tours nationally each year.



## Purpose of the Role

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<b>Job Title:</b>	Creative Director and Deputy CEO
<b>Reports to:</b>	CEO
<b>Works alongside:</b>	Senior Management Team
<b>Line manages:</b>	Projects and Concerts Manager (FT – vacant role), Orchestra Personnel Manager (FT – works remotely), Creative Producer (PT – collaborative role with The University of Manchester), Freelance concert and support staff.

A member of the Senior Management Team, responsible for all aspects of the orchestra's artistic vision and planning, managing key strategic relationships, setting and monitoring budgets, achieving ambitious earned income targets, managing the concerts team, and supporting the organisation as Deputy CEO when required.

## Key Responsibilities

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### Strategic direction, artistic vision, and planning

- Devise, implement and oversee the orchestra's artistic strategy and vision in collaboration with the CEO, Music Director, musicians and Artistic Partners.
- Establish, lead, coordinate and evaluate a diverse group of artistic partners and a newly formed Artistic Ambition and Excellence Group (with support from a key board member with responsibility for concerts activity).
- Develop and lead on all long-term artistic ideas and projects. Deliver an innovative Manchester season of c.8-10 concerts per year and 40+ commercial engagements locally, nationally, and internationally that support the strategy.
- Support the CEO to maintain and develop the wider organisational Strategic Plan.

### Key strategic relationships

- Take an active role in Manchester Camerata's external relations, building networks, represent the orchestra at forums, conferences, and other industry events and advocate for positive change in the sector.
- Lead on the continued development of a broad network of promoters, touring relationships, agents, venues and festivals in the UK and internationally in support of the artistic strategy.
- Lead the relationship with the Musicians' Union and negotiations about the terms of our in-house agreement, annual pay deals and UK and International work.
- Ensure a good working relationship and regular comms with the MU steward, players committee and wider membership regarding future artistic plans, engagements and our in house MU agreement.



### Management, development, and finances

- Support the CEO and fundraising function with specific content for grant applications and reports to trusts and foundations and public sector funders.
- Actively engage with the overall organisation's work in a senior leadership role
- Ensure close working relations with all other members of the Senior Management Team (Heads of Community, Marketing & Comms, Fundraising and Finance teams).
- Report to the Board of Trustees with high quality papers on the artistic strategy, KPIs, concerts work, finances and engagements forecast.
- Take responsibility for delivering an agreed and ambitious income target for engaged work and creating and monitoring budgets for all concerts activity.
- Manage the Concerts team and freelance staff, ensuring smooth delivery of all activity.
- Oversee the calculation and authorisation of the monthly player payments system in conjunction with the Finance Manager and Orchestra Personnel Manager.
- Negotiate all fees and deals with artists, venues and promoters, and draw up contracts with support from the Projects and Concerts Manager (a vacant role, to be appointed once you are in post).

## Employment Terms

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This is a full time, permanent position (35 hours per week – including regular weekend and evening work). Time off will be given in lieu of additional hours and days worked.

**Salary:** £45k  
25 days annual leave per annum  
**Start date:** End of October/early November 2022  
**Probationary period:** 3 months

## How To Apply

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- 1 Please submit a one-page covering letter and your CV to [briley@manchestercamerata.com](mailto:briley@manchestercamerata.com)
- 2 The closing date for applications is **17.00 on Wednesday 17 August 2022** and applicants selected for interview will be contacted no later than **Friday 19 August 2022**.
- 3 We plan to hold initial panel interviews on zoom **over the next two weeks**.
- 4 In-person interviews will take place in the **week commencing 5 September**.

Manchester Camerata is committed to equal opportunities and diversity in its workforce and welcomes applications from all sections of the community. After applying, applicants will be sent a survey link to help us gather equal opportunities data which will inform Manchester Camerata's organisational development regarding its Diversity and Inclusion Policy and objectives.

If you'd like to discuss the role in more detail before applying, please contact:  
Bob Riley – CEO | Email: [briley@manchestercamerata.com](mailto:briley@manchestercamerata.com)