

# CBSO

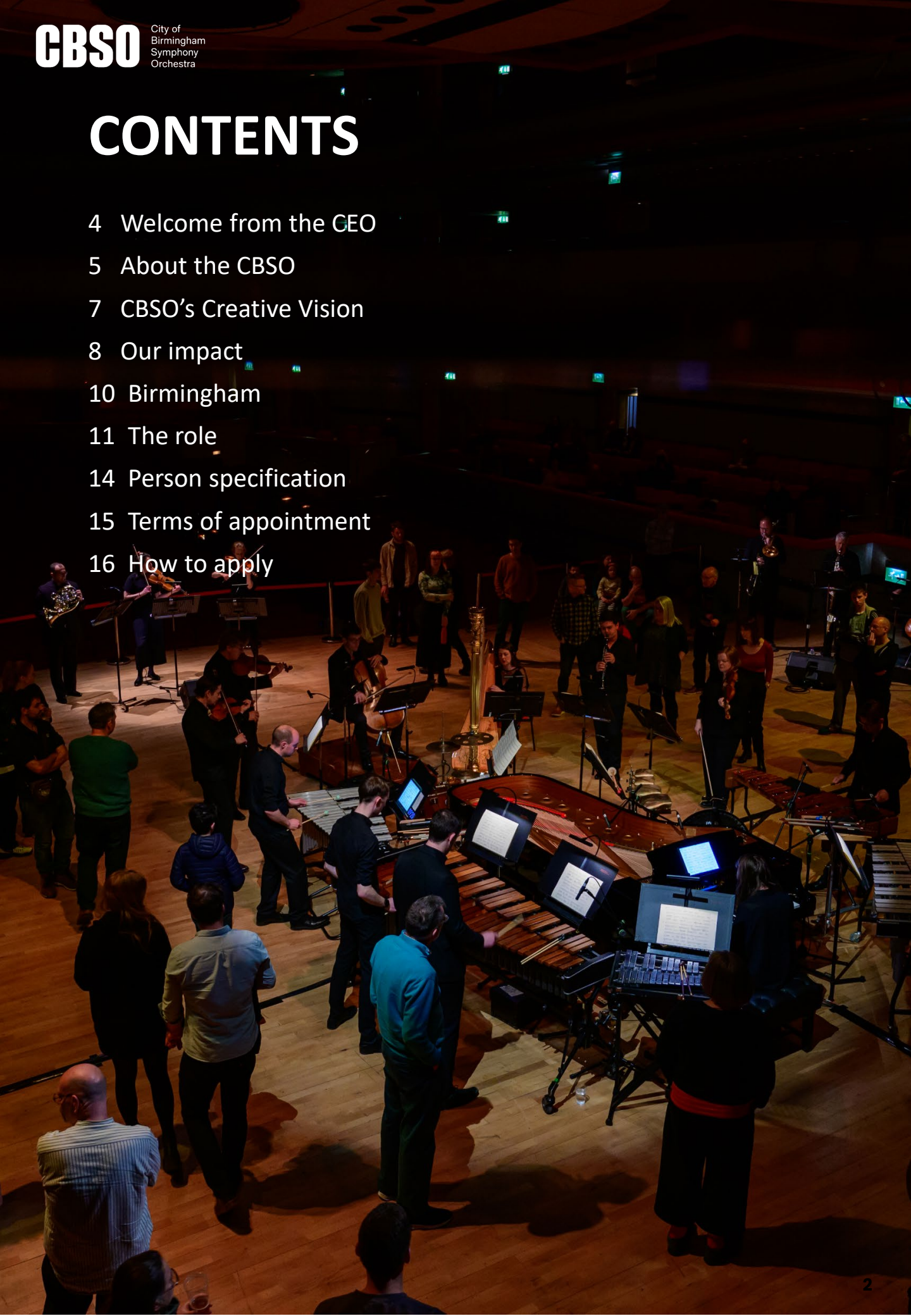
City of  
Birmingham  
Symphony  
Orchestra

## APPOINTMENT OF DIRECTOR OF ARTISTIC PLANNING



# CONTENTS

- 4 Welcome from the CEO
- 5 About the CBSO
- 7 CBSO's Creative Vision
- 8 Our impact
- 10 Birmingham
- 11 The role
- 14 Person specification
- 15 Terms of appointment
- 16 How to apply





*"...In this impressive form the CBSO is likely to be the current number one in the United Kingdom. Rarely has such euphoric cheering for the experience been heard in the Alte Oper Frankfurt"*  
**- Online Merker**



# WELCOME FROM THE CEO

This is a seriously exciting time to join the CBSO.

As I write, the orchestra is still flush with energy from its spectacular performance at the BBC Proms, under the baton of our cherished Music Director, Kazuki Yamada. Our players then raced home to begin a week of free concerts across Birmingham, ranging from full ensemble performances at the Bullring shopping centre and New Street Station, to pop up chamber groups and quartets in the city's parks, libraries, cafes and galleries.

This is an orchestra bursting with energy, delivering magnificent performances of the orchestral repertoire at home and on international tour, whilst also daring to dream in new ways with the artists, cultural organisations and communities who help us to get closer to our city, in all of its youthful diversity, and see the full potential of our music making to connect, inspire and bring joy to everyone.

We are looking for a true creative collaborator.

Someone who brings a wealth of music knowledge, and a keen understanding of today's most exciting players, soloists and conductors.

Someone who will lead a collegiate process of programming, leaning on the perspectives, ideas and experiences of our orchestra, staff and associates.

And, someone who is as determined as we are to bring extraordinary music to as many people as possible, celebrating the brilliance of both our players and our city community, at home, and on the world stage.

If that might be you, then we very much look forward to continuing the conversation.



**Emma Stenning**  
CEO



# ABOUT THE CBSO

The City of Birmingham Symphony Orchestra (CBSO) is an internationally celebrated symphony orchestra, at home in Birmingham. A family of 90 incredible musicians, led by Music Director Kazuki Yamada, proud to make exciting musical experiences that matter to the people of Birmingham, the West Midlands and beyond.

Resident at Symphony Hall, the orchestra's musicians perform over 150 concerts each year in Birmingham, the UK and around the world, with music that ranges from classics to contemporary, soundtracks to symphonies, and everything in between. With a far-reaching community and education programme, a ground-breaking partnership with Shireland Collegiate Academy Trust, and a family of choruses and youth ensembles, it is involved in every aspect of music-making in the Midlands – and has been for more than 100 years.

This longstanding tradition started with the orchestra's very first symphonic concert in 1920 – conducted by Sir Edward Elgar. Ever since then, through war, recessions, social change and civic renewal, the CBSO has been proudly

'Birmingham's orchestra'. Under principal conductors including Adrian Boult, George Weldon, Andrzej Panufnik and Louis Frémaux, the CBSO won an artistic reputation that spread far beyond the Midlands. But it was when it discovered the young British conductor Simon Rattle in 1980 that the CBSO became internationally famous – and showed how the arts can help give a new sense of direction to a whole city. Rattle's successors, Sakari Oramo, Andris Nelsons and Mirga Gražinytė-Tyla, helped cement that global reputation and continued to build on the CBSO's tradition of flying the flag for Birmingham.

In April 2023, Emma Stenning was appointed Chief Executive and Kazuki Yamada took up the post of Chief Conductor and Artistic Advisor, and in May 2024 became Music Director. Under their dynamic leadership, the orchestra continues to celebrate the joy of music, and the brilliance of its home city of Birmingham, through creating unmissable and unforgettable musical experiences for all.



**CBSO**

City of  
Birmingham  
Symphony  
Orchestra



# CBSO'S CREATIVE VISION

We live to create music that brings connection, inspiration, and joy to the people of Birmingham, the West Midlands and beyond.

Live Music is a connection between people. The ambition to nourish this connection drives everything that CBSO does.

We make music that matters to people.

With 90 incredible musicians, alongside a family of choirs, youth ensembles, conductors, and staff, we create exciting musical experiences for all. From brightening up the morning commute to inspiring audiences and musicians of the future, we make epic, powerful, meaningful music that fills concert halls, communities, streets, schools and lives with passion, excitement, inspiration, hope and joy.

Great music is the foundation of everything, but even the greatest music is nothing without the people it connects; the audience, the musicians, and those who make it all happen. This is our role as an orchestra for 'now', and an orchestra for Birmingham, embracing diversity, individuality and the shared experience of performance, to fuel the connection between people without which music cannot exist.

## **Our 5 Resolutions:**

1. We will share exceptional musical experiences, fulfilling and building the regional, national, and international reputation of the CBSO.
2. We will welcome audiences, artists, and staff from every community in Birmingham and beyond to everything we do.
3. We will collaborate and share creative opportunities and resources across the many communities in our diverse city, with the aim of driving real social change and expanding the talent pipeline into the creative industries.
4. We will respect and celebrate the presence, personality and individuality of our players, choirs, youth ensembles, conductors, staff, participants, and audiences.
5. We will demonstrate our belief that a symphony orchestra is a uniquely powerful and eloquent vehicle with which to achieve these things.

The CBSO faces a number of immediate challenges, including funding, financial uncertainty, changing audience expectations, and the lack of diversity within both performers and repertoire.

But, there are opportunities too. Notably, an energy for and commitment to change from within the orchestra itself, the loyal support of our audiences and stakeholders, and the audience potential of Birmingham and the West Midlands.

And so, through our conversations, an exciting set of ideas begin to emerge.

These ideas, focused on changes to programming plans, the process of welcoming audiences, and the development of how we present concerts, are outlined and explored further [on this page of our website.](#)

# OUR IMPACT

Proud to be Birmingham's Orchestra, the CBSO exists to help build a life-long love of live music for audiences, communities and musicians across Birmingham, the West Midlands and beyond.

With over 150 concerts at home and around the world, our musicians perform for more than 170,000 people every year. Global in reach, but rooted in our city, our regular audience members boost the city's visitor economy by traveling from 30 different countries, while 75% of our audience are based right here in the West Midlands.

Our Learning and Engagement programme works with thousands of children, young people and West Midlands communities each year. From concerts for schools and families, to nurturing young talent through our youth orchestra and training orchestra, choirs, and partnerships with the Royal Birmingham Conservatoire and the University of Birmingham, it is our aim to make sure that music is part of daily life for people growing up in Birmingham.

In partnership with Shireland Collegiate Academy Trust, the Shireland CBSO Academy opened in September 2023 – the world's first state school opened in partnership with a symphony orchestra. The Academy places music education at the heart of both its curriculum and the local West Bromwich community. When full, the school will offer almost 900 places to young people from across Sandwell and the West Midlands who have a passion for music.

Our community programmes are enriching and wide reaching, with over 80,000 engagements each year. This includes working with over 100 local schools each year and welcoming over 11,000 students to our annual schools' concerts, where in partnership with Birmingham Music Education Hub, we give every year 7 child in Birmingham a free ticket to our schools' concerts. In addition, we present free Relaxed Concerts for Birmingham special school pupils; concerts for people living with dementia and in care settings; work with young people with special educational needs and disabilities; and concerts in community venues including libraries, community centres, and even New Street Station.







# BIRMINGHAM

Birmingham is a major European centre and the second city of the United Kingdom. It has a rich and diverse community that creates a vibrant, multicultural, and exciting place to live and work, and is a city of business and ballet, canals and world class concerts, jewellery and jazz, historical interest and cosmopolitan atmosphere. Birmingham is also the ideal base for exploring one of Britain's most fascinating regions for tourism, being within an hour's drive of Stratford-upon-Avon, Warwick, the Potteries, and the Cotswolds.

The city has undergone a major transformation in the last decade and regularly features as a top place to visit. In a recent Sunday Times/Zoopla report on the 'Best Places to live in Britain', three areas of Birmingham all made the top 50 best places to live in Britain, with the suburb of Moseley being voted the overall winner.

The new heart of Birmingham is symbolised by Symphony Hall, considered one of the greatest concert venues in the world. Symphony Hall forms part of the impressive International Convention Centre, which overlooks attractive canals at the hub of the UK's canal network. At the magnificent Hippodrome Theatre is the internationally-renowned Birmingham Royal Ballet, adding further cultural depth to the city. Apart from London's West End, Birmingham boasts the highest concentration of live theatre in the UK, including regular tours by the major opera companies.

The City Museum and Art Gallery houses the world's finest collection of Pre-Raphaelite paintings, alongside a major collection of Old Masters, Modern and Contemporary pictures. The Barber Institute of Fine Arts houses one of the best UK university collections of Impressionist and Renaissance art. The restored Gas Hall Gallery has international touring exhibitions, while the Halcyon and Ikon galleries feature innovative contemporary works. National landmark sites abound, including the National Indoor Arena, the National Exhibition Centre, National Motorcycle Museum, National Car Heritage Museum and the National Sealife Centre.

Sports and recreation are well served; the city offers international Test cricket, top-flight football, International Championship golf and top-class rugby. The International Convention Centre and National Indoor Arena have spawned a whole new Downtown area at the centre of the city. The National Exhibition Centre, on the outskirts to the city, remains one of the largest exhibition facilities in Europe.

As a multicultural city, Birmingham is also renowned for the breadth of its cuisine and has more Michelin starred restaurants than any other English city outside London. There is a high standard of all types of private accommodation, with high quality affordable family housing in several attractive residential suburbs. Public parks and large domestic gardens are a special feature of this greenest of European cities. Quality public and private schools are widely available, with several consistently rated in the top 10 on examination performance in annual league tables of England and Wales.

Birmingham is at the crossroads of the UK's motorways. From Birmingham International Airport, many airlines operate scheduled services to destinations worldwide. The University is the only mainland UK University to have its own dedicated railway station, while 50 million passengers a year use Birmingham New Street Station, and the city will be a major hub for the high-speed rail network. London is 80 minutes away, with trains every 20 minutes.

# THE ROLE

The City of Birmingham Symphony Orchestra is looking for an ambitious artistic leader, who will make a significant, creative and strategic contribution to the orchestra's future as Director of Artistic Planning.

Working closely with the CEO, Music Director and players, the Director of Artistic Planning will continue and build on our outstanding musical reputation and reach. They will be determined to explore a bold future for symphonic music, motivated by the search for new audiences, and the potential for new partnerships and new ideas to push our art form forwards. They will be inspired by the [CBSO's Creative Vision](#) and the chance to play a major role in shaping its onwards development in the context of a city region that is among the most culturally diverse and youthful in Europe, and one that boasts a dynamic community of arts organisations.

REPORTING TO: Chief Executive

RESPONSIBLE FOR: Tours and Planning Manager, Assistant Planning Manager

## Key Responsibilities:

### Programming:

- Programme a dynamic concert season and touring schedule for the CBSO, including chamber and small ensemble work, leading a collaborative process of planning, that seeks to further the CBSO's creative vision;
- Maintain a close working relationship with the Music Director, prioritising their concerts within the season programme, and seeking their consultation on other programme, soloist and visiting conductor choices;
- Develop bold commercial opportunities for the CBSO, including recordings, digital outputs and television appearances, seeking to maximise income from the orchestra's creative life;
- Maintain a close working relationship with players and player representatives via established committees and steering groups, to seek input and advice on programming and tour planning;
- Chair the monthly Programming Team meeting as an empowered forum for programme development, discussion and debate, made up of CEO, Music Director, Creative Director - Learning and Engagement, Director of Audiences, 4 player representatives and ad hoc associates;
- Liaise closely with the Artistic Think Tank, made up of 3 player representatives, on the detail of programme planning, the programming for Centre Stage concerts and reflection on the orchestra's conductor/soloist evaluations;
- Chair the Conductor's Committee, made up of the Artistic Think Tank, the Leader, the Music Director, the Player Chair and the CEO, as a forum for discussion and decision regarding contracted, associate and freelance conductors for the company;
- Take a co-leading role, in partnership with the Creative Director - Learning & Engagement, in the furtherance of CBSO Explores, CBSO's concert series that looks at the creative form of concert performance, the possibilities of cross-artform and cross-genre collaborations, and the opportunity of trans cultural projects that can deepen the orchestra's connection to Birmingham and the West Midlands;
- Collaborate with the Creative Director - Learning & Engagement and team in agreeing the annual programme of public performances for the CBSO's family of choruses and our wider schools and family programme.
- Collaborate with the Director of Audiences to ensure that programming choices align with and support audience development plans and goals, and that programming decisions frequently seek to maximise income and accessibility;



- Collaborate with the Creative Director - Learning & Engagement to ensure that orchestra planning and scheduling fully supports the achievement of the objectives and goals of both departments;
- Collaborate with the Director of Orchestra Operations to ensure that programming makes best efficient use of player contracted days, and that a steady and timely flow of information is maintained pertaining to the programme's orchestral requirements, and to ensure that operational viability and health and safety awareness, including hearing protection, are paramount within the planning process;
- Lead CBSO's programming relationship with B:Music, ensuring that all deadlines are met, and that the orchestra secures optimum usage of both Symphony Hall and Town Hall;
- Research artists and agents, build new partnerships and develop existing ones, keeping the CBSO at the cutting edge or orchestral music worldwide.

#### Touring

- Working with the CEO, liaise with the CBSO's touring partner to secure a regular programme of international dates for the orchestra, that furthers the profile and reach of the CBSO. Ensure that fees and budgets meet or exceed financial expectations;
- Work with the CBSO team and industry colleagues to ensure that the orchestra makes real progress in developing a more sustainable methodology of touring.
- Secure a regular programme of UK engagements, including London venues, and our annual appearances at the BBC Proms.

#### Management

- Support the CEO in the negotiation and agreement of the Music Director's contract;
- Oversee the engagement of all associated artists (such as Assistant Conductor and Artists in Residence) and visiting artists, including all negotiated fees, programmes, rehearsals and logistics. Ensure that they are welcomed and cared for during their time with the CBSO;
- Collaborate with the Director of Development to align fundraising strategies with artistic programming and ensure that funding opportunities are seamlessly integrated into the planning of artistic projects;
- Manage the artistic budget, agreeing its broad

- structure with the CEO and Director of Finance and Resources as part of the annual budgeting process, and maintaining regular updates as the year continues, discussing and remedying any notable variances with the Director of Finance and Resources in a timely fashion;
- Line manage the Planning and Tours Manager, and the Assistant Planning Manager;
- Prepare reports for funders as and when required to do so;
- Undertake additional duties and represent the department as and when necessary.

#### Leadership

- Be a present and active cultural leader for the Birmingham and West Midlands community, engaging in cross-sector dialogue and collaborative working;
- Collaborate with the CEO and Creative Director - Learning & Engagement on initiatives that develop the CBSO as a more inclusive orchestra;
- Work with the Senior Management Team and player representatives to take practical steps to make the CBSO an ever more inclusive organisation;
- Attend CBSO's concerts, including at times at venues around the UK and overseas;
- Prepare regular reports for the CBSO Board of Trustees and attend Board meetings as requested;
- Represent the CEO when required and the CBSO both internally and externally, as a spokesperson when required, and be a visible ambassador for the CBSO within the orchestral sector and with other stakeholders in Birmingham as well as further afield.







# PERSON SPECIFICATION

The CBSO is looking for an experienced music programmer, confident in the full breadth of the symphonic repertoire. You will be inspired by a bold future for symphonic music, and motivated both by the search for new audiences, and the potential for new partnerships and new ideas to push our art form forwards. You will be well networked internationally, and able to build strong collaborative relationships with orchestra members and visiting artists.

The ideal candidate will bring all or most of the following attributes:

- You will be a visionary and experienced collaborative leader, with a passion for orchestral music, and a natural instinct for innovation;
- You will have significant experience of music programming, and a strong working knowledge of the orchestral repertoire;
- You will want to make a real commitment to Birmingham, and to become a visible leadership figure for the regional community;
- You will be well networked within the orchestral world, with existing relationships with agents and promoters;
- You will be deeply committed to inclusion, ready to push the orchestra and its programme to be more representative of the community it serves;
- You will have a strong interest in exploring the opportunity of cross cultural and cross art form collaboration;
- You will have a good understanding of the market for orchestral music in the UK and internationally, with experience in negotiating artist contracts and liaising with a wide variety of artist agents and promoters;
- You will have an open-minded approach, strong interpersonal skills and a willingness to share and discuss ideas with colleagues and players;
- You will be capable of thinking radically, of building consensus around new ideas, and of delivering bold projects;
- You will have experience in managing significant budgets and of developing systems for monitoring expenditure, and in general possess the financial skills appropriate to a job at this level.





# TERMS OF APPOINTMENT

- Salary: £60-65k pa
- Member of CBSO staff, primarily based at CBSO's purpose-built rehearsal and administrative home, CBSO Centre, in central Birmingham with provision for hybrid working;
- This is a permanent employed position;
- This is a full-time role based on 40 hours per week;
- 25 days annual leave (pro rata from date of starting) plus Public Holidays;
- There will be requirement for attendance at evening events (e.g. concerts) and for work at weekends. There is some provision for flexible working;
- This post is subject to a 9-month probationary period;
- Membership of the CBSO's Group Stakeholder Pension Plan.

## **Process**

- Preliminary interviews with Saxton Bampfylde will take place w/c 23<sup>rd</sup> & 30<sup>th</sup> September and 7<sup>th</sup> October
- Final interviews with the CBSO will take place w/c 28<sup>th</sup> October and 4<sup>th</sup> November





# HOW TO APPLY

**Saxton Bampfylde Ltd is acting as an employment agency advisor to the City of Birmingham Symphony Orchestra on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **EBGQC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **23<sup>rd</sup> September 2024**

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## **Due diligence**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

