



SCOTTISH  
CHAMBER  
ORCHESTRA

# RECRUITMENT FOR BOARD OF TRUSTEES

Information for Prospective Applicants

# ABOUT THE SCOTTISH CHAMBER ORCHESTRA

The internationally celebrated Scottish Chamber Orchestra (SCO) is made up of a unique collection of talented musicians who inspire and connect with people of all ages.

They aim to transform and enhance lives throughout Scotland, and beyond, through the power of music-making in whatever form that might take – concerts, creative learning and digital. From re-imagining classical music for modern audiences, to helping create new and diverse repertoire for the 21st century, the SCO's world-class musicians are passionate about music: and with outstanding young conductor Maxim Emelyanychev at the helm, their live performances are anything but predictable!

The SCO is one of Scotland's five National Performing Companies. Formed in 1974 and core funded by the Scottish Government, it aims to provide as many opportunities as possible for people to hear great music by touring the length and breadth of Scotland, appearing regularly at major festivals including the Edinburgh International Festival and BBC Proms, and by touring internationally as proud ambassadors for Scottish cultural excellence.

Making a significant contribution to Scottish life beyond the concert platform,



the SCO works in schools, universities, colleges, hospitals, care homes, places of work and community centres through its extensive Creative Learning programme, much of which has been successfully delivered online over the last year.

An exciting new chapter for the SCO began in 2019 with the start of dynamic young conductor Maxim Emelyanychev's tenure as the Orchestra's Principal Conductor. That year, they released their

**"THE SCOTTISH CHAMBER ORCHESTRA MUST BE ONE OF THE FINEST ENSEMBLES OF ITS KIND IN THE WORLD TODAY."** BBC Music Magazine

first, internationally acclaimed recording together (Schubert's Symphony No 9 'The Great' / Linn Records).

The SCO also enjoys close relationships with numerous leading composers and has commissioned almost 200 new works, including pieces by Associate Composer Anna Clyne, the late Sir Peter Maxwell Davies, Sir James MacMillan and Nico Muhly.

The SCO Chorus, under the direction of Gregory Batsleer since 2009, has built a reputation as one of Scotland's most vibrant and versatile choirs. Widely regarded as one of the finest orchestral choruses in the UK, it celebrates its 30th anniversary in 2021. The Chorus appears regularly with the Orchestra in Scotland's major cities, as well as on its own, its annual Christmas concerts being a Season highlight.

In response to the current restrictions on live performances in Scotland, the SCO has undertaken its first ever digital season of streamed orchestral and chamber concerts. This began in September 2020 with a performance of Bruch's Violin Concerto No 1 with Principal Conductor Maxim Emelyanychev and violinist Nicola Benedetti and continued throughout the Winter and Spring 2021.



# ARE YOU PASSIONATE ABOUT MUSIC AND THE ARTS?

As we emerge from the challenges of COVID-19 and plan for our 50th anniversary celebrations in 2024, we look forward in the coming months, to launching an ambitious new five-year residency in the Craigmillar community in Edinburgh, significantly expanding our digital output and re-connecting with live audiences throughout Scotland.

To help us achieve these aims and to support us in our mission to be universally recognised as a dynamic and inspirational chamber orchestra, we seek to strengthen our existing board with the appointment of two new trustees.

## Person Specification

The SCO is firmly committed to the values of equality, diversity and inclusion and we particularly welcome applications from all under-represented groups who bring a passion for music and the arts, along with a broad professional skill set.

To complement the skills of our current board, we are especially interested to hear from people with expertise and experience in the following areas:

- **Digital: Production, Partnerships and Audiences** – *particularly in growing online audiences and sustainable partnerships*
- **Formal Education** – *we'd like to hear from candidates with experience at each stage; pre-school, primary, secondary and tertiary, with expertise of both in-person and online models of learning*
- **Health and Well-Being** – *positive ways in which music and the arts can contribute to the health and well-being of society is of enormous interest to us*
- **Legal** – *especially in the areas of charity and company, employment and intellectual property law*



# ARE YOU PASSIONATE ABOUT MUSIC AND THE ARTS? CONTINUED

## Role

Trustees are expected to:

- **Be an ambassador for the SCO**
- **Provide support, guidance and constructive challenge to the SCO's senior management team**
- **Bring strong personal networks, and a willingness to leverage them in support of the SCO**
- **Actively support the SCO's fundraising activities**
- **Carry out all legal responsibilities of a charity trustee and company director.**

## Commitment

Following formal election at our AGM in December, trustees are appointed for an initial 3-year term, with the option to be re-elected for a further 3 years. There are usually 4 main board meetings annually, plus an Annual General Meeting – ordinarily held in person in Edinburgh but currently held remotely.

Depending on skills, experience and available time, Trustees may also be asked to join the Board's Executive Committee and/or occasional Short Life Working Groups. In addition, it is expected that trustees will attend SCO performances and other social events throughout the year on a regular basis. The role is not remunerated, though the orchestra may be able to cover occasional travel expenses for candidates for whom this would otherwise be an obstacle to considering the role.



# THE SCO'S CURRENT STRATEGIC PLAN 2017-22:

## Our Vision

To be universally recognised as a dynamic and inspirational chamber orchestra – open, accessible and inclusive, easy to engage with, confident, innovative, contemporary and courageous, achieving the highest levels of excellence in everything we do.

## Our Mission

Transforming and enhancing lives and communities throughout Scotland and beyond through the power of inspirational music-making.

## Our Values

- Aiming for the highest levels of excellence in all we do
- Accessible and welcoming to all of the diverse communities and partners we engage with
- Embracing innovation and creative risk-taking
- Developing and supporting our people
- Developing and utilising our resources to promote financial stability and organisational sustainability

## Strategic Priorities

- Supporting New Talent
- Developing Our Audiences, Our Repertoire and Our Partners
- Increasing Our National and International Profile
- Growing Our Digital Presence
- Ensuring Our Financial Sustainability and Organisational Resilience



# COMPANY STRUCTURE AND BACKGROUND

Overseen by a non-executive Board of Directors, the Company has a regular membership of 37 players who are freelance musicians and a management team consisting of 20 full-time and 4 part-time members of staff. They are led by the Chief Executive Gavin Reid, to whom the Concerts, Creative Learning, Marketing and Communications, Development and Finance departments report.

## The Orchestra has several named artistic positions:

**Maxim Emelyanychev**, Principal Conductor

**Joseph Swensen**, Conductor Emeritus

**Gregory Batsleer**, Chorus Director

**Anna Clyne**, Associate Composer

The offices of the SCO are in Edinburgh. The Orchestra is the only one of the National Performing Companies to be based in the capital city.

## About the SCO Board

The Scottish Chamber Orchestra (SCO) is a registered charity and its Board Trustees are responsible for governing the organisation. The Board comprises a maximum of ten Lay Directors who meet four times each year.

**Donald MacDonald CBE**, Life President

**Colin Buchan**, Chair

**Joanna Baker CBE**, Director

**David Cumming**, Director

**Sarah Davidson CB**, Director

**Rachael Erskine**, Director

**Zoë van Zwanenberg**, Director

## Local Authority Directors

**Cllr Eva Bolander** (Glasgow)

**Cllr Donald Wilson** (Edinburgh)

**Cllr Rosemary Liewald** (Fife)



# COMPANY STRUCTURE AND BACKGROUND CONTINUED

## There are two committees of the Board:

**Executive Committee** comprising Chairman, Chief Executive, two Lay Directors and two Orchestra Advisors, deals with financial, commercial and strategic issues on behalf of the Board. This committee meets well in advance of Board meetings.

**Orchestra Committee** comprising the Chief Executive, Concerts Director, five Orchestra Advisors, and the Leader of the Orchestra.

The Orchestra Committee provides a link between the members of the Orchestra and the management team and meets approximately every six weeks for a review of forthcoming projects and other important orchestral issues. Orchestra Advisors are elected by the whole Orchestra and can serve for two periods of three years, after which they retire.

*Scottish Chamber Orchestra Ltd is a charitable company limited by guarantee. Trustee-directors serve on the Board and together form its governing body. In doing so they fulfil duties and responsibilities under both Charity Law and Company Law.*



# APPLICATION PROCESS

The Scottish Chamber Orchestra is partnering with [Nurole](#), the leading board-level hiring platform, for these Trustee appointments.

To find out more and apply you will need to request Nurole membership, which is free and completely confidential, [here](#).

Nurole may not grant access to all membership requests, but if any assistance is needed please contact [enquiries@nurole.com](mailto:enquiries@nurole.com).

Alternatively, for a confidential discussion about the role, please contact [alice.austin@nurole.com](mailto:alice.austin@nurole.com).

Deadline for applications: **Monday 4 October 2021, 5pm**

For further information about the Scottish Chamber Orchestra visit [sco.org.uk](http://sco.org.uk) or [click here](#) for copies of our current Strategic Plan 2017-2022, our Annual Report and Financial Statements to 31/3/2020 and our most recent season brochure.





**“WHAT REALLY DRIVES US TO PERFORM, IS SEEING  
THE EXPRESSIONS ON PEOPLE’S FACES AND  
WATCHING THEM LIGHT UP WHEN WE ARE PLAYING.”**

**William Stafford, Sub-Principal Clarinet**

**Photography credits:**

Fraser Band  
Marco Borggreve  
Ryan Buchanan  
Gordon Burniston  
Eoin Carey  
Chris Christodoulou  
Javier Oddo  
Jen Owens  
Reuben Paris

**DISCOVER MORE  
SCO.ORG.UK**



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The Scottish Chamber Orchestra is a charity registered in Scotland No. SC015039. Company registration No. SC075079.