



TRINITY LABAN CONSERVATOIRE  
OF MUSIC & DANCE

Appointment of the  
**Director of Music**

Trinity Laban Conservatoire of Music and Dance is embarking on the search for a new Director of Music at what is a particularly exciting and significant time for the world-renowned music and dance conservatoire.

# DIRECTOR OF MUSIC



**We are delighted that you are considering joining Trinity Laban Conservatoire of Music and Dance at an exciting point in the life of our institution.**

Trinity Laban Conservatoire of Music and Dance is a world leader in the education of elite professional dance, music and musical theatre artists. Within our exceptional facilities, we offer highly specialist, focused and intensive programmes. By harnessing the extensive experience and industry knowledge of our staff, we prepare students for sustainable careers in dance and music.



**WELCOME**

We nurture the individual artistic voice of each student, and develop innovative and creative artists who can influence the future of our art forms and enrich the cultural, social and economic life of our local, national and international communities. You can see from our consistently impressive employment statistics that we are extremely successful in producing technically excellent, creative and versatile artists, who are able to take advantage of a range of career opportunities.

The role of the performing arts in society is changing, resulting in a buoyant yet fragmented employment market, in which performing artists mix performance with educational and other community engagement activities. The world of higher education is also changing fast.

The post of Director of Music at Trinity Laban is therefore a hugely significant role in UK performing arts education. Building on Trinity Laban's already well established artistic and educational profile, the postholder will make a significant contribution to our continuing mission to redefine the future of music education and training in the UK.

As such, the role will suit an ambitious and talented individual with a well-established professional profile and networks in music, with proven interests and experience across the Faculty of Music's distinctive portfolio. You will have experience of successfully leading large teams and managing budgets at a senior level within a significant cultural or academic organisation, and possess outstanding communication and organisational skills. You will be able to inspire, engage and motivate, and will possess high levels of personal gravitas and integrity. And you will join the Trinity Laban Executive team in steering the Conservatoire to ever greater achievements, as we take forward our ambitious aims.

Thank you again for expressing an interest in working with us. We very much look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'Anthony Bowne'. The signature is fluid and cursive, with a large initial 'A' and 'B'.

Professor Anthony Bowne  
PRINCIPAL

# ABOUT TRINITY LABAN



Trinity Laban is one of the UK's largest conservatoires and the only one which combines the disciplines of music and contemporary dance. Formed in 2005 by a merger of Trinity College of Music and Laban, and situated in the Old Royal Naval College in Greenwich and the Stirling Prize-winning Laban Building in nearby Deptford, Trinity Laban is widely recognised to be a rising star amongst conservatoires and a recent assessment by an international panel of experts for the Higher Education Funding Council formally judged Trinity Laban's teaching to be 'world leading'.

Our effective and individualised teaching and support enables a diverse student body to achieve employment success in one of the most competitive areas of the economy.

The Conservatoire has consistently been amongst the top performers nationally in supporting graduates to employment and further study. Over the past four years Trinity Laban has been placed within the top three UK HEIs in government employment data. The sustained employment success of our graduates is seen across all demographics in an unusually diverse conservatoire.

In contrast to some other London conservatoires where privately educated students form the majority, 80 per cent of Trinity Laban's students come from state schools.

The Conservatoire puts back into its local community in a multitude of meaningful ways. There are thriving programmes to introduce young people from early school age to music and dance, taking them through to high levels of competence including to degree level entry.

And at the other end of the age spectrum, Trinity Laban's "Retired not Tired" classes connect with large numbers of elderly people from across South East London.

The Conservatoire's quality was stamped in 2015 when the Privy Council granted it Taught Degree awarding powers after an exhaustive examination of its teaching and governance. Unusually, it attained this status at first application following an immediate green light from the expert panel of assessors appointed by the Quality Assurance Agency.

## Our vision

As a forward-thinking, contemporary conservatoire, Trinity Laban Conservatoire of Music and Dance:

- nurtures the individual voice and artistic personality of every student;
- develops reflective, innovative, collaborative and resourceful artists and practitioners;
- influences the future of its art forms through the contributions of its alumni and its research and creative practice;
- enriches the cultural, social and economic life of its local, national and international communities.

## Our mission

Trinity Laban Conservatoire of Music and Dance is an international artistic and educational community that

brings together performers and practitioners to train, collaborate, research and perform in inspiring creative, intellectual and physical spaces. We identify, support and develop talented and innovative performers and creators wherever they may be found and throughout their creative lives.

## Strategic aims and objectives

Trinity Laban's charitable purposes as set out in its Memorandum of Association are:

- to advance the art and science of music, dance and associated art forms generally for the public benefit;
- to improve the professional and technical education of music, dance and other students.

A new Strategic Plan is being developed and to which the contribution of the new Director of Music will be pivotal.





# ABOUT THE DIRECTOR OF MUSIC

Within its Executive Team, the post of Director of Music will lead the Faculty of Music at Trinity Laban with overall accountability for planning and delivery of the music programmes, recruiting staff and students, overseeing the learning environment and managing a budget in excess of £5M.

The post represents an exciting opportunity to take on a leadership role in conservatoire education, maximising the opportunity to build on Trinity Laban's current artistic and educational profile in teaching, performance and research. As such it will suit an ambitious and talented individual with a well-established profile and networks in the music world and experience of successfully leading large teams and budgets at a senior level within a significant cultural or academic organisation. Able to inspire, engage and motivate through high levels of personal gravitas and integrity, the successful candidate will be expected to make a significant contribution to the future of music education and training in the UK.

## Specific responsibilities include:

- taking overall responsibility for the strategic development of the academic portfolio for Music;
- ensuring that the Music curricula are up-to-date, vocationally relevant, coherent and consistent with the institutional Academic Strategy;
- overseeing the creation, planning and delivery of an integrated educational and performance programme for Music;
- leading the Music staff team including Heads of Department, Programme/Course Leaders and the teams that deliver Music performance and complementary studies programmes, Junior Trinity and the Jerwood Library of the Performing Arts;
- leading the strategic development of recruitment and admissions policies for Music;
- contributing to the development of Trinity Laban's research culture, liaising with the Head of Research to identify research priorities for Music in line with the HEI's research strategy, and supporting the development of researchers as appropriate;
- promoting the Conservatoire's reputation nationally and internationally;
- supporting the development of institutional strategy and activities in relation to digital technologies in the development, promotion and practice of musical performance;
- overseeing the strategic development of the programme of performance events and activities;
- using your personal network of professional contacts to bring world-class artists into contact with Trinity Laban to deliver masterclasses, workshops and/or other activities;
- representing Trinity Laban with government and governing institutions, where necessary acting to make sure the Conservatoire's voice is heard in government, parliament, the wider higher education world and the creative and performing arts communities;
- officiating where practical at degree awarding ceremonies for music and dance, and at performances.

## The challenges

Creatively, the Conservatoire is on a high, with an outstanding reputation for excellence both in its teaching and innovation. However, it faces challenges over the coming years which include:

- an imposed reduction in government grants, spread over four years, at a time when the Funding Council has increased the funding to Trinity Laban's competitor conservatoires;
- an urgent need for capital spending to increase its capacity to provide high grade courses which however will yield a profit on the cost of provision;
- Brexit and the challenge it poses to teachers and students; together with competition for international students.



**The Director of Music should be able to offer a record of substantial achievement at a high level, acquired in Higher Education and/or arts organisations; with experience of effective change management and promoting and encouraging organisational innovation. The Director of Music will be a versatile and experienced music practitioner / manager / teacher with an extensive professional network.**

The candidate will:

- make a substantial contribution to institutional strategic planning and manage the delegated budget for Music;
- bring a strong personal commitment to music and dance and support Trinity Laban's values, aims and objectives;
- possess strong strategic ability;
- be well networked in the arts, educations, music profession, business or other influential sectors;
- have the ability to act as an ambassador and advocate for Trinity Laban with a diverse range of national and international bodies, across both the public and private sectors;
- use your personal influence and networking skills on behalf of Trinity Laban as required and be prepared to represent and promote the Conservatoire and its interests; helping to raise the profile and reputation of Trinity Laban;
- ensure effective decision-making, problem solving, demonstrating independence, objectivity and sound judgement;
- serve as a member of the Trinity Laban Academic Board, and other relevant associated boards, committees and working groups as appropriate;
- make a major contribution to the achievement of Trinity Laban's international goals, both in terms of institutional culture, and international staff and student recruitment.



# PERSON SPECIFICATION

Candidates will be required to show demonstrable experience and a proven track record of:

- motivating and leading with vision, taking a strategic overview and delegating effectively;
- modeling organisational values;
- persuasive and engaging communication, influencing and negotiating with gravitas and integrity;
- relating well to both professional and institutional colleagues and students;
- passion for innovation and translating this into day-to-day activities and deliver success;
- exceptional networking and stakeholder management skills and building and nurturing external contacts for the benefit of Trinity Laban;
- financial literacy, including a good understanding of budgetary processes and value for money;
- a balanced and measured approach in facilitating decision-making and a clear understanding of the role of Director of Music.

# TERMS AND CONDITIONS OF SERVICE - SUMMARY

**Contract:** Permanent, Full-time, subject to a one year probationary period.

**Salary:** Competitive

**Hours:** Flexible working including regular evening and occasional weekend work is required.

**Notice Period:** 3 months

**Location:** You will be based at the Faculty of Music's building, King Charles Court, Old Royal Naval College, Greenwich, but you may also be required to work at the Laban Building, Faculty of Dance.

**Salary Scale:** To be confirmed. Salaries are paid on the last working day of the month into bank or building society accounts.

**Annual Leave:** 30 days pro-rata plus 8 days Statutory, Bank and Public Holidays.

**Pension Schemes:** The successful candidate will be auto-enrolled in to either The Teachers' Pension (TPS) or the Universities Superannuation Scheme (USS). Trinity Laban currently pays the Employers contribution of 18% of pensionable salary to the USS and 16.48% to the TPS.

**Sick Pay:** The successful candidate will be eligible for benefits under Trinity Laban's own sick pay scheme.

**Professional Development:** A range of Staff Development opportunities are available both internally and externally. Funding for these is available and subject to budget.

**Car Parking:** A limited number of parking spaces are available at both sites, subject to availability.

**Cafeterias:** Our Cafeterias on both sites serve a range of hot and cold meals plus drinks and snacks.

**Classes:** Reduced rates access to most Adult & Children's Classes.

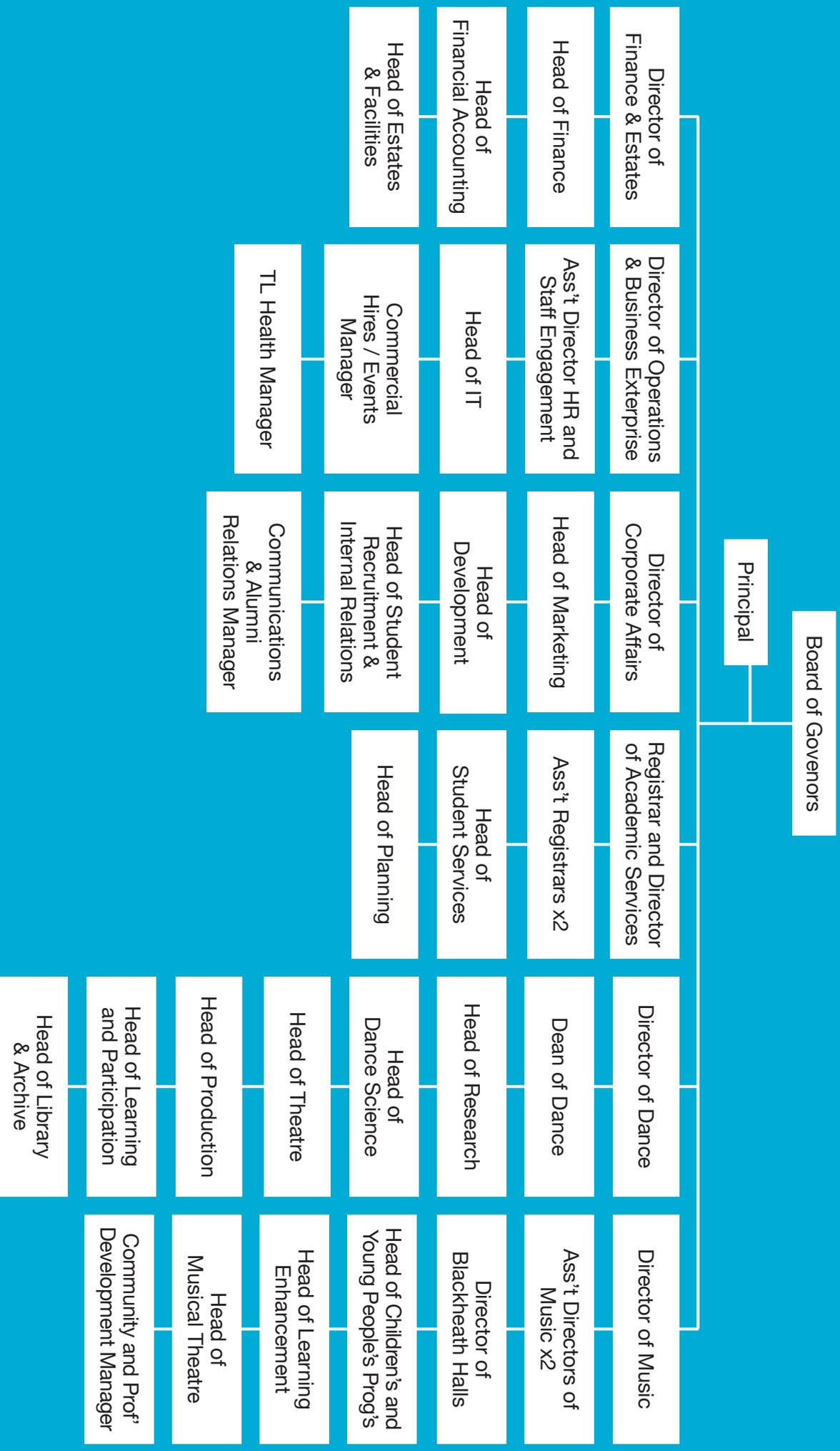
**Events:** There are a wide range of music and dance performances each week, most of which are free to members of staff.

**Eye Care:** Vouchers for eye tests are available for VDU users.

**Health:** Reduced rates for Health services and access to the Cash 4 Health plan. Details are available from the Trinity Laban Health Department.



# ORGANISATION CHART



To apply, please send a Curriculum Vitae and covering letter of application addressing the criteria set out in the job responsibilities and Person Specification to our recruitment consultant, Heather Newill, Director, AEM International. Applications can be submitted electronically (preferred) to [hnewill@aeminternational.co.uk](mailto:hnewill@aeminternational.co.uk) or by post to Heather Newill, Director, AEM International Ltd., 10 Church Street, Framlingham, Suffolk, IP13 9BH.

Applications should be received by 5pm on Friday 2nd March. Interviews will be held in London during the week commencing 26th March.

If you would like an informal conversation about the role or the institution, please contact Heather Newill in the first instance on [hnewill@aeminternational.co.uk](mailto:hnewill@aeminternational.co.uk) or +44 1728 660026.

# HOW TO APPLY

