GABRIELI



Recruitment to the Board of Trustees

Candidate Pack

Welcome!



Led by Artistic Director Paul McCreesh CBE, Gabrieli's vision is of a vibrant society in which inspirational choral music is accessible to and enjoyed by all. Our mission is to change the cultural landscape through excellent performances, and to drive a revival of singing in schools by delivering impactful participatory youth singing programmes.

Gabrieli is an internationally recognised choir and period instrument orchestra. Under Paul McCreesh's leadership, our musicians' scholarship and passion for our repertoire provides the foundation for invigorating, imaginative interpretations that inspire audiences and set us apart in a crowded market.

Gabrieli Roar is a youth singing programme working in partnership with school, youth and church choirs nationwide. We increase access to great music and remove the barriers between professional and participatory music-making, bringing people from all walks of life together in immersive musical experiences.

In 2024 Gabrieli was fortunate to secure a transformational grant of £1,000,000 from The Vinehill Trust. This investment catalysed an exciting strategic expansion of our activity that we are now ready to embed and develop further over the coming decade. We are therefore seeking to recruit at least three new Trustees with the skills and connections necessary to guide us through an ambitious period of growth, supporting us as we create exciting new projects and initiatives on the international concert platform, and in classrooms and cathedrals across the country.



If you believe in our ambitions and want to be part of our future, we would be delighted to hear from you.

Susie York Skinner, CEO

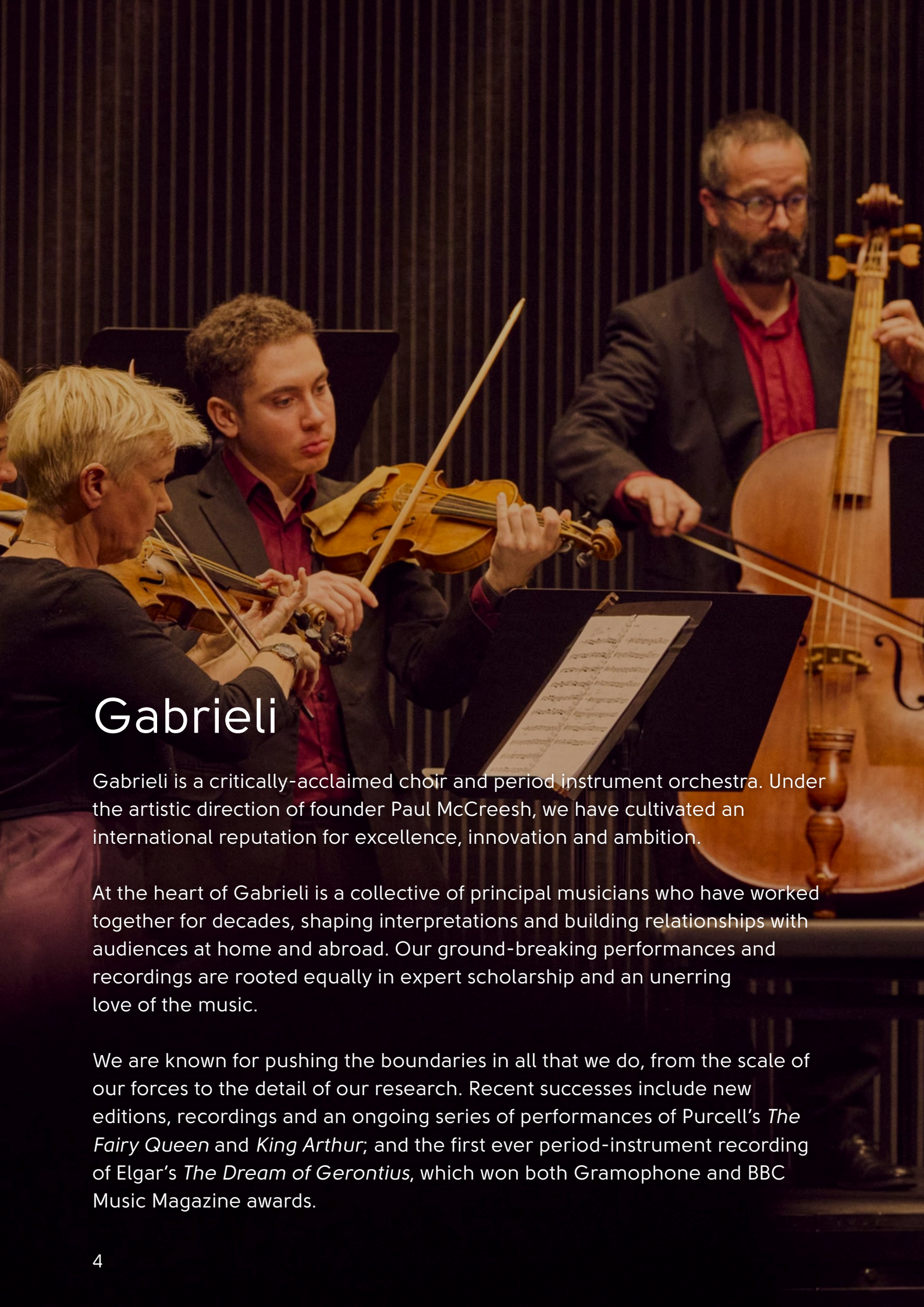
Who we are: Why we're here

Gabrieli occupies a unique position as an organisation in which performance and education are equally valued and important, sitting side-by-side in a mutually beneficial partnership.

Our international reputation for excellence is derived from emotionally powerful recordings and performances: they are the bedrock of our brand.

Gabrieli Roar is characterised by that same excellence and passion, and an unerring determination to engage young people in core culture. Our work proves lack of opportunity to be one of the greatest barriers to young people's enjoyment of great choral music; we are determined to remove that barrier, and share the joy of participatory music-making widely.





Gabrieli

Gabrieli is a critically-acclaimed choir and period instrument orchestra. Under the artistic direction of founder Paul McCreesh, we have cultivated an international reputation for excellence, innovation and ambition.

At the heart of Gabrieli is a collective of principal musicians who have worked together for decades, shaping interpretations and building relationships with audiences at home and abroad. Our ground-breaking performances and recordings are rooted equally in expert scholarship and an unerring love of the music.

We are known for pushing the boundaries in all that we do, from the scale of our forces to the detail of our research. Recent successes include new editions, recordings and an ongoing series of performances of Purcell's *The Fairy Queen* and *King Arthur*; and the first ever period-instrument recording of Elgar's *The Dream of Gerontius*, which won both Gramophone and BBC Music Magazine awards.

Gabrieli Roar

Gabrieli Roar is an ambitious education programme that provides choral singing opportunities to young people nationwide. Working in partnership with school, youth and church choirs, we nurture a love of choral music in young people, often providing their first experience of singing classical repertoire in a large choir.

We bring leading professional musicians, educators and participants together to enable young people to learn and perform major works of the choral repertoire. In doing so, we share the widely acknowledged benefits of participatory music-making, expanding young singers' ability to learn, building confidence and improving both physical and mental health.

Gabrieli Roar is led by Paul McCreesh, whose ambition and belief in the power of engaging young people in great music is the driving force behind our work. He is supported by the musical and pedagogical expertise of Creative Directors Emily Dickens and Charles Béquignon-MacDougall.

This year our work will reach 7,000 young people and over 150 educators across the country, from Truro to Carlisle.





Gabrieli Roar 26-27

❖ **Roar Explore:** First access workshop days engaging 1500 participants, their schools and teachers

❖ **Roar Evolve:** Purcell *Dido and Aeneas* – projects in Oxfordshire and Northamptonshire, engaging 400 participants and their teachers

❖ **Roar Evolve:** *Baroque Masters* – a Norfolk project engaging 300 participants and their teachers for a programme including Vivaldi's *Gloria.*

❖ **Roar Evolve:** *Mr Handel's Christmas Story* – a 10-city national tour for 4,000 participants and their teachers

❖ **Roar Empower:** Handel *Saul* – a 6-day residential course providing progression for 200 young singers, culminating in a professional performance at Ely Cathedral

❖Roar New Leaders: Programme graduates develop workshop leading skills as paid apprentices supporting project delivery

Working in partnership with organisations nationwide, each project makes a significant contribution to the Continuous Professional Development available to educators and choir directors across our sector.



Paul McCreesh CBE

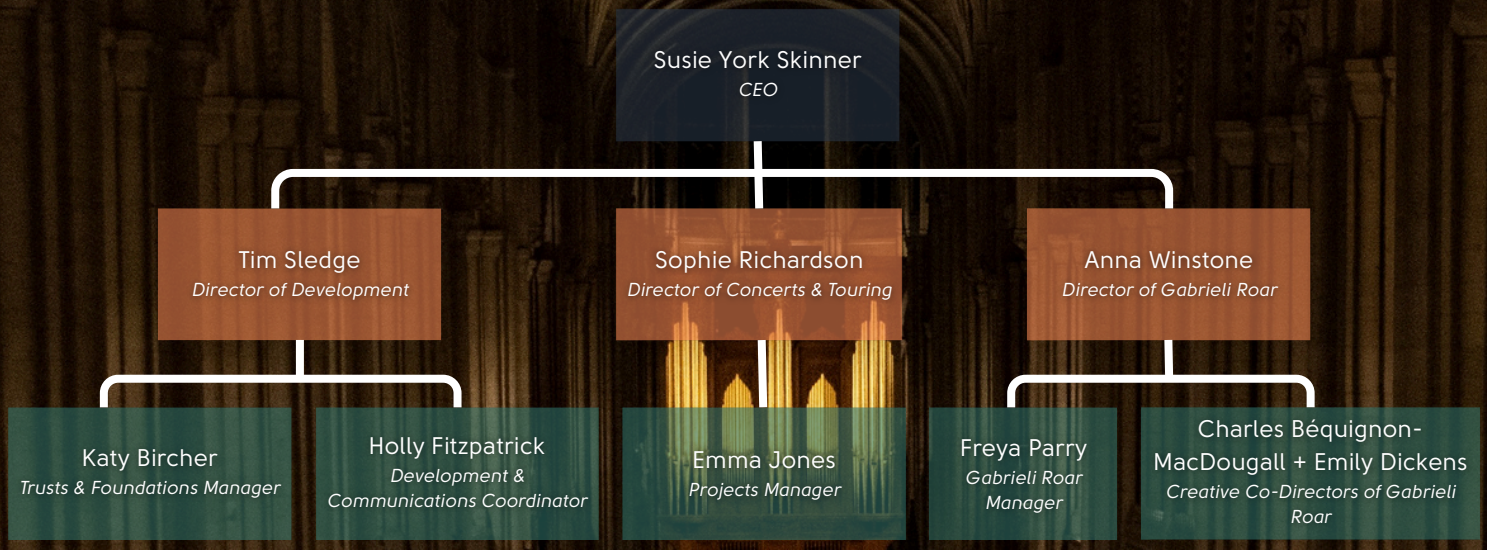
Founding Artistic Director Paul McCreesh is the driving force behind all that Gabrieli is and does. He is renowned for the energy and passion of his musicianship and the interpretive insight he brings to repertoire of the widest stylistic and historical breadth.

First established as the Artistic Director of Gabrieli, he now guest conducts some of the world's finest orchestras including the Leipzig Gewandhaus, Bergen Philharmonic, Hong Kong Philharmonic, Saint Paul Chamber Orchestra, Montreal Symphony, Verbier Festival Orchestra, Minnesota Orchestra and Dallas Symphony. He is a former Principal Conductor and Artistic Director at the Gulbenkian Orchestra, Lisbon, and served for six seasons as Artistic Director of the Wratislavia Cantans festival in Wrocław, Poland. His 30-year recording career includes numerous award-winning, benchmark recordings, making him one of today's most highly regarded recording artists.

Organisational Structure

Gabrieli is led by a small senior staff team of a CEO, Director of Concerts & Tours, Director of Gabrieli Roar, and the Director of Development.

The core staff team is augmented by specialist freelancers, including two Creative Directors, Charles Bequignon-MacDougall and Emily Dickens, who devise our pedagogical programme, train our Vocal Faculty and support Paul McCreesh with project delivery.



Our Trustees



Patrick Harrison LVO (Chair)



Jonathan Douglas CBE (Vice-Chair)



Louise M V Soden



Hilary Hodgson



Alison Meek



Sir Richard Mantle OBE



Philip Keller



Paul McCreesh CBE



Role Description & Person Specification

Role Description

Gabrieli's Trustees work closely and collaboratively with the Artistic Director and Chief Executive to enable Gabrieli to address its mission and increase the scale and impact of its work. They oversee the effective governance of the charity and support the small executive team to deliver its strategic aims and growth. They are key to Gabrieli's external profile and leadership, providing influence and advocacy amongst policy makers, funders, donors and leaders within the arts, youth, education and charity sectors.

Trustees are expected to play a full role as Board Directors and Trustees, in accordance with charity and company regulations, and governance best practice.

We are looking to appoint Trustees who bring expertise in the following areas:

❖ Marketing and Communications, particularly digital, and new/emerging channels;

❖ Legal, possibly with a specialism in HR;

❖ Fundraising and philanthropy, bringing expertise in leveraging networks to widen the charity's reach and making the ask;

❖ Equity, Diversity and Inclusion, helping us to maximise and diversify our reach, to advocate for our successes and own our challenges, and to engage in the task of diversifying our governance and leadership;

❖ Music and Arts Education.

Trustees are appointed for an initial term of four years, with one possible renewal.

Principal Responsibilities

Strategic Leadership and Governance

❖ Supporting the Chair, artistic director and CEO to develop and deliver the charity's strategy;

❖ Focusing on growing the charity's impact and monitoring the effectiveness of its activities towards delivering stated aims and objectives;

❖ Ensuring that the charity fulfils its strong and mutually reinforcing commitments to music education and performance.

❖ Contributing to the board's commitment to the importance of Diversity, Equity and Inclusion within Gabrieli's work and that of the wider sector, ensuring that we are increasingly representative of the communities we serve;

❖ Contributing to rigorous, proportionate oversight of management performance, measuring progress against an established set of KPIs and Theory of Change;

❖ Ensuring that the voices of programme participants inform the development of the charity's strategy.

Finance and Risk Management

❖ Monitoring strategic risks and ensure that plans are in place to mitigate such identified risks;

❖ Overseeing budgets, agreeing income and expenditure plans, with a keen awareness of Gabrieli's limited reserves and commitments to funders;

❖ Protecting the interest of donors and current and future beneficiaries, acting as guardians of Gabrieli's assets and taking due care over their security, deployment and proper application;

❖ Safeguarding the financial stability, reputation and values of the charity.

Development, Marketing and Brand

❖ Acting as an ambassador for Gabrieli in all relevant circles, seeking to develop new relationships and increase the organisation's profile amongst policy makers, funders, donors, audiences and leaders within and beyond the arts, education, youth and charity sectors;

❖ Contributing to the board's commitment to fundraising, ensuring that all board members fully support the charity's development strategy and are giving according to their means;

❖ Ensuring compliance with fundraising law and guidance from the Fundraising Regulator;

❖ Overseeing the effective development and communication of Gabrieli's evolving brand as it fully embraces its dual role within the performing arts and arts education, ensuring a balanced approach to communicating authentically with different audiences.

Time commitment

It is expected that Trustees will:

❖ Attend four board meetings per year and one annual away-day;

❖ Meet regularly with the Artistic Director and CEO;

❖ Represent Gabrieli at external meetings where possible and appropriate.

Trustees may be invited to join working groups according to areas of expertise and interest, and are of course always welcome to attend performances and education events.

Gabrieli sets the highest standards in all areas of its management and governance, and expects trustees to work to such standards. The Chair is pro-active both in celebrating trustees' contributions and in discussing any apparent barriers to fulfilling these expectations.

Remuneration

In accordance with charity commission standard practice the trustee role is not remunerated although reasonable expenses will be reimbursed if required.

For further information and Application Process

To apply for the role please submit a CV and covering letter expressing your interest and the areas in which you feel you could make a valuable contribution to the governance of the charity by 11th January to Jonathan Douglas, Chair of the Nominations Committee, at **trusteerecruitment@gabrieli.com**.

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Registered charity number 1114146 Company number 05706385



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