

**Job Description**

**Director, Music Programme**

28 April 2021

**Background Information**

Britten Pears Arts is a pioneering music, arts and heritage charity based on the Suffolk coast at two popular, historic visitor destinations: Snape Maltings and The Red House. It emerged from the creative partnership between the composer Benjamin Britten and his professional and personal partner, singer Peter Pears.

In 2020, the two charities which formed the legacy of Britten and Pears’ life and work, Snape Maltings (formerly Aldeburgh Music) and Britten-Pears Foundation, merged to become Britten Pears Arts.

Britten and Pears shared a progressive vision for music and the arts to be useful, transforming lives, and bringing people and communities together. Our founders’ vision inspires all our activities: from work with our local communities to our national leadership roles in the fields of programming, talent development and music for health & wellbeing.

**The Music Programme**

Britten Pears Arts is an international performance centre with artist development, creative health, community, learning and inclusion at its heart. The increasingly diverse year-round programme of events reaches out to an ever wider public. Snape Maltings is the realisation of Britten’s vision for a special place where established stars, young artists, non-professionals, children, young people and audience members come to broaden their horizons in an exhilarating creative and natural environment. The site annually hosts hundreds of events including the world-renowned Aldeburgh Festival, while its artist development work (Britten Pears Young Artist Programme and Residencies programme) gives musicians of all ages, backgrounds and career stages the time, space and support to develop their talent and create work. The Community team runs inspirational community programmes, including the mass-participation singing project Friday Afternoons and long-term wellbeing projects including for people (caring and cared for) living with health conditions (for example dementia and Parkinsons), and those in the criminal justice system. Aldeburgh Young Musicians provides exceptional young musicians with a unique training model and a broad programme of artist development opportunities. There is also a year-round public engagement about the life and work of Britten and Pears, particularly at The Red House through digital activity and resources, talks, recitals and other events using the unique archive and collections.

The broad field of creative health (music, arts, wellbeing and health) is rapidly expanding and Britten Pears Arts has played a leading role in the development of music and health. As with its Equality, Diversity and Inclusion plan, this creative health work is now embedded across all areas of activity delivered by the music team and is at the heart of the newly re-visioned organisation as it strengthens its position as a leading international creative centre.

The Britten Pears Arts creative model will continue to support musicians as creators, collaborators and performers, alongside a series of partnerships, developing a wide-ranging enquiry into the impact and value of music in a variety of social and health specific contexts. It will bring together musicians, communities and academic researchers to explore, benefit from and celebrate the positive social impacts of music, establishing best practice in local and regional activity and testing it and rolling it out to achieve national and international impact.

This is another vital step towards Britten’s vision for a special place to nurture outstanding music making, international in its scope while at the same time being rooted in the community. Britten Pears Arts is proudly local, regional, national and international, based in a rural area but at the centre of a global music network.

**JOB TITLE:**

**DIRECTOR, MUSIC PROGRAMME**

Full time, permanent post and member of the Leadership Team.

The post is based in Aldeburgh and Snape, Suffolk.

**POSITION IN ORGANISATION**

**Reports To:** Chief Executive

**Responsible For:** Head of Artistic Development (Britten Pears Young Artist

 Programme and Aldeburgh Young Musicians),

 Head of Artist Development (Residencies)

 Head of Community,

 Head of Public Engagement,

 Performance Programme Producers (1.8FTE)

 Senior Administrator (new post)

**Budget Responsibilities:** Responsible for line managing all budgets in these areas

 in addition to any other budgets as directed and as

 appropriate within the scope of this role

**MAIN PURPOSE AND SCOPE OF THE JOB**

The Director, Music Programme is a senior leadership role in Britten Pears Arts and will lead the music team. As the organisation seeks to recover and re-build after the impact of the global pandemic, its creative and business model will be re-examined, existing relationships developed and new partnerships established. Britten Pears Arts will seek to strengthen the work of the newly merged charity and the Director, Music Programme will be at the heart of the organisation, leading, with the creative heads in the music team, all aspects of its music programme. The Director will manage the key strategic relationships in shaping and promoting the year-round working of the programme, which is rooted locally and regionally but which has national and international impact.

It is expected that the Chief Executive will work with Director, Music Programme and members of the music team on the planning of the Aldeburgh Festival, Summer at Snape and other Britten Pears Arts promoted events.

**DUTIES AND KEY RESPONSIBILITIES:**

* Contribute to Britten Pears Arts’ overall vision
* Provide clear leadership and strategic direction and set out, communicate and implement the vision to the music team
* Play a leading role in the delivery of the Britten Pears Arts Equality, Diversity and Inclusion plan
* Work closely with the team heads to build and develop the music teams, setting standards, leading by example, and promoting a culture of collaboration, empowerment and creative thinking.
* Build on Britten Pears Arts unique organisational and creative model and create and monitor its budget
* Develop Britten Pears Arts’ position as a leading international creative centre.
* Build new audiences and extend the organisation’s reach, particularly among local and regional communities
* Build on the successful work Britten Pears Arts has undertaken to establish itself as a leading centre for music and creative health
* Have a sound understanding of the digital environment and use it to find new ways of reaching and engaging with our communities of interest
* Identify, broker and develop partnerships and relationships with a broad range of organisations and individuals from a variety of sectors (arts, health, education, corporate)
* Identify opportunities for new funding sources and work with the Development team to bring them to fruition
* Influence and negotiate to promote the vision of Britten Pears Arts, acting as an ambassador for the organisation

**Person Specification: Director, Music Programme**

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| **Criteria** | **Essential** |
| Experience | * Is a recognised leader in the field of music
* Team leader who has a track record of developing people
* Managing external talent
* Delivery of music-based programmes to a broad and diverse range of communities
* Working with funding partners and managing those relationships
* Creating and managing complex budgets
* Leading, presenting and implementing strategic plans
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| Skills/knowledge | * Deep understanding of the music sector and the part Britten Pears Arts plays in developing its unique role within it
* Strategic thinking and planning
* Clear, confident and consistent communication skills – verbally and in writing
* Public speaking and presentation skills
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| Ability/aptitude | * Strong ability to build relationships both internally and externally
* Promotes a culture of open-ness and collaboration
* Is a natural and authentic role-model for the organisation’s stated values and behaviours
* Always acts as a professional ambassador on behalf of the organisation
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| Other requirements | * To be based in Suffolk
* Full driving licence
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