



# Trustee Recruitment Pack

July 2025



# Welcome from the Chair

As Chair of London Mozart Players, I'm delighted to invite expressions of interest from individuals who would like to join our voluntary Board of Trustees.

London Mozart Players are the UK's longest-established chamber orchestra, with an international reputation for artistic excellence, innovation, and community engagement. As we look ahead to an exciting next chapter under new leadership – we are in the process of appointing a new Chief Executive – we are seeking to augment our Board and recruit additional trustees whose skills, connections and personal love of classical music will help guide and shape our future.

From our home at Fairfield Halls in Croydon, LMP continues to push the boundaries of what a chamber orchestra can be, presenting bold and inclusive programming in exciting formats, forging creative partnerships with outstanding artists and promoters, and delivering acclaimed digital and live performances across the UK and internationally. We remain deeply committed to our mission: to make world-class music accessible to all and to enrich lives through high-quality education and outreach. Our recent work in schools, care homes, and underserved communities speaks to our belief that music should be a force for connection, inspiration, and positive change.

We are particularly keen to hear from people who share our commitment to making classical music accessible, relevant, and inspiring. We welcome candidates from all backgrounds, especially those who may be underrepresented in our sector. We are particularly interested in individuals with professional legal expertise, those with high-level experience of charitable governance and compliance, and experienced fundraisers; above all, we're looking for thoughtful, committed individuals to support the orchestra's continued growth and impact.

Thank you for your interest in helping us build an inclusive and inspiring future for LMP. We look forward to hearing from you.

**Sir Robert Lechler, Chair of LMP Board of Directors**





## We are London Mozart Players: the oldest, freshest and most adventurous chamber orchestra in the UK



Credit: Nick Rutter

Set up over 75 years ago by Harry Blech to perform the works of Mozart and Haydn, our mission has evolved into creating bold, ambitious and accessible musical experiences for all. We are proud to be at the forefront of embedding arts and culture into the life of communities across the UK and beyond, performing both new works and music that stays true to our roots. We work with schools and music hubs around the UK to inspire the next generation of musicians and music lovers. Collaborating with many of the world's greatest soloists and conductors, our work is made in Croydon and celebrated across the globe.

We are incredibly proud to have been based in Croydon for over 35 years. Our work here is relevant for our community, ambitious in scale and genuine in its collaborative nature. Building on the success of Croydon's term as London Borough of Culture – which we launched in April 2023 – our work in Fairfield and around the borough includes new commissions with talented local artists, community showcases with amateur arts groups and multi-genre participatory projects, all presented through imaginative production, engaging video content and immersive staging. We are committed to celebrating Croydon's unique and diverse community and continue to push our artistic boundaries to best serve the borough as its Resident Orchestra.

Working closely with our Principal Conductor and Artistic Advisor Jonathan Bloxham, our work in central London focuses on presenting classical music in unique and accessible formats. *Tasting Notes* at Smith Square Hall, our innovative musical wine tasting experience, has quickly become one of our most popular offerings with a strong Under 30s audience. As part of our flagship series at St Martin-in-the-Fields, we have enjoyed collaborating with artists including Angela Hewitt, Jess Gillam and Cédric Tiberghien and look forward to premiering commissions by Anna Clyne and Stephen McNeff in our next season. *Piano Explored* with Howard Shelley – a series that has run for 10 years – challenges the audience/performer boundary with engaging spoken insights from Howard which reveal the secrets and nuances behind the music.

As well as our residencies at Fairfield Halls in Croydon, St John's, Upper Norwood, Thaxted Festival and Grayshott Concerts, our work is enjoyed internationally through our touring in Europe and Asia. In 2025, we launched our American Friends of LMP scheme as part of a tour in the US with our Royal Patron, HRH The Duke of Edinburgh, to expand our ever-growing network of supporters.

Find out more about us at [londonmozartplayers.com](https://londonmozartplayers.com)

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## Mission and Vision

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At London Mozart Players, our vision is to inspire and connect communities through the transformative power of music. We are dedicated to setting the standard for chamber orchestras worldwide by embracing our core values:

- **Always Evolving:** We continually innovate to deliver fresh, engaging performances that captivate audiences and challenge artistic boundaries.
- **Consistently Creative:** Our commitment to creativity drives us to explore new collaborations, reimagine classical works, and pioneer innovative projects that resonate with contemporary audiences.
- **Refreshingly Open:** We foster an inclusive and welcoming environment, reaching beyond traditional concert settings to engage diverse audiences, musicians, and communities.

- **Unashamedly Ambitious:** We pursue excellence with confidence, striving to expand our reach, deepen our impact, and inspire the next generation of musicians and music lovers.

We aim to enrich lives, foster cultural connection, and ensure that classical music remains vibrant and relevant for generations to come.

## Role Purpose

Trustees play a vital part in the work of LMP, holding accountability for its governance and strategic direction. They ensure that the charity operates in line with its objectives and within legal and regulatory requirements. Trustees support the executive team, act as ambassadors for the organisation, and help secure its long-term sustainability.

LMP's musicians play a significant role in its leadership and players are represented on the Board and sub-committees. The Trustees support this model of collaborative leadership and understand its value in shaping an innovative, responsive, and artistically ambitious organisation.



## Job Description

### Key Responsibilities:

#### Strategic Oversight and Governance

- Provide strategic oversight and guidance to the Board and executive team.
- Participate in board meetings to review progress against strategic objectives, provide advice, and make key decisions.
- Ensure the charity's compliance with its governing document, legal and regulatory requirements.
- Participate in risk management reviews and ensure appropriate policies are in place (e.g., safeguarding, data protection, health & safety).
- Approve major policies such as equal opportunities, diversity and inclusion, and conflict of interest policies.

#### Financial Stewardship

- Safeguard the charity's assets and ensure effective financial stewardship.
- Review and approve the organisation's annual budget and financial reports.
- Ensure compliance with the Charity Commission's regulations and other legal financial requirements.

#### Professional Support and Advice

- Offer support and, where appropriate, professional advice in relevant areas (e.g., fundraising, legal and employment matters).
- Actively participate in committee work as required.

#### Advocacy and Representation

- Champion LMP's values, vision, and mission as effective advocates for the charity.
- Support fundraising efforts through personal advocacy, introductions, and/or strategic input.
- Attend and support LMP concerts and events to build visibility and community.



# Person Specification

We are seeking individuals with a passion for classical music, its potential reach and impact and a commitment to inclusive governance. While all applications are welcome, we are particularly keen to encourage expressions of interest from candidates who can bring diverse perspectives, lived experience, and/or access to networks that can help expand LMP's reach and resilience.

## Essential Criteria

- A strong interest in classical music.
- Demonstrated commitment to good governance and the responsibilities of charity trusteeship.
- Strategic thinking, sound judgement, and an ability to challenge constructively.
- Excellent communication and collaboration skills.
- Commitment to the values of equity, diversity, and inclusion.
- Availability and willingness to contribute time, knowledge, and networks.

## Desirable Experience (one or more)

- Fundraising expertise or access to philanthropic/HNW donor networks.
- Legal expertise, particularly in employment law or charity law.
- Lived experience or perspectives that reflects the diversity of modern Britain, particularly where this can help LMP better connect with underrepresented communities or audiences.
- Prior experience as a trustee or non-executive director in a charitable or arts organisation.

## Time Commitment

- Approximately five to six meetings a year. Meetings typically last for two hours and are held in a hybrid format, either online, in person at Fairfield Halls or a central London location.
- Attendance at key concerts and fundraising events.



Photo Credit: Sophie Oliver

- Three-year term, renewable.
- Unremunerated.

If you would like to apply to join LMP's Board, please send a cv and covering letter stating why you think you are suitable to our recruitment consultant, Helen Sprott, Managing Director of AEM International, at [applications@aeminternational.co.uk](mailto:applications@aeminternational.co.uk)

Letters should be no longer than two pages. All applications will be acknowledged. The deadline for applications is Thursday 18th September.

If you would like a confidential conversation about the role, please contact Helen at [hsprott@aeminternational.co.uk](mailto:hsprott@aeminternational.co.uk).

Please ensure that you complete the Equal Opportunities form which can be accessed via [londonmozartplayers.com/equalops](https://londonmozartplayers.com/equalops)

*LMP is committed to building an inclusive and diverse organisation that reflects the rich cultural blend of the local community in which it is based. We recognise that diversity in the workplace brings a wealth of benefits to both organisations and the wider community we serve. We strongly encourage applications from people of all ages, of Black, Asian, and ethnically diverse backgrounds, women, trans and non-binary candidates, LGBTQ+ candidates and those that are disabled. If you have any access needs relevant to the application process, please get in touch with us directly to discuss them.*