



London ★ Philharmonic Orchestra

The power of listening

Chief Executive Recruitment Pack

Contents

Chair's Welcome	02
About us	03–04
Structure	05
Finance	06
About the role	07–08
Person specification	09
Terms and conditions	10
How to apply	10



Chair's Welcome

I am so delighted by your interest in becoming Chief Executive of the London Philharmonic Orchestra and in the opportunity to lead this incredibly special organisation through what will be an extraordinary moment in its history.

This Orchestra was founded almost 100 years ago as the Orchestra of the People. Through world-class performance, exceptional programming and an ingrained sense of civic duty, the London Philharmonic Orchestra, founded through music, continues to be for and about its people – from our audiences and partners to our musicians and collaborators, our administration team and supporters, and those we haven't yet met. We believe in the transformational power of music; we believe it can and should be for all. Music and musicians are central to all we do, and your primary role will be to work with our Artistic Director and the Players' Committee to ensure that the Orchestra continues to flourish on and beyond the concert platform.

You will find the organisation in a secure financial position, with strong strategic foundations and an experienced, committed team. And with this security, we are determined to realise a long-held ambition: a permanent home for the Orchestra, bringing our artistic, business, operational and community work together under one roof. Helping to realise this project will be a significant and exciting part of the Chief Executive's role.

This is a defining moment. Alongside strategic leadership of the Orchestra's core work, you will, with our Artistic Director and Senior Management Team, help shape and deliver a new home that can transform how we work, how we engage with our audiences, and how we connect with the communities around us. It will be a place from which we can build deeper roots in the areas we serve and bridges out to those we have not yet reached.

As we enter this next phase of growth and development, we are seeking an individual with exceptional vision and leadership; someone who understands the UK's cultural ecosystem, dares to be bold about what an orchestra can achieve, and possesses the determination to turn ambition into reality. Just as importantly, we are looking for someone with great integrity, who will value and strengthen the warm, generous and welcoming culture that is such an important part of the London Philharmonic Orchestra.

With six years until our centenary, we have a rare opportunity: to build on an extraordinary legacy while imagining what an orchestra can and should be in its next century. I believe the London Philharmonic Orchestra can elevate its artistry, deepen its humanity and extend its relevance – reaching more people, in more ways, and with greater impact.

I hope you will share our ambition and will be inspired to join us on this journey. I look forward to reading your application.

Dr Catherine C. Høgel
Chair



About the London Philharmonic Orchestra

The London Philharmonic Orchestra is one of the world's great orchestras: a self-governing collective of musicians dedicated to opening up the power of extraordinary musical experience to millions of people every year, both on and off the stage. This is a pivotal moment for the London Philharmonic Orchestra, and our next Chief Executive will help shape what comes next.

Over nearly 100 years, we have become a formidable force of orchestral excellence, grounded in artistry and humanity. But we are not standing still: we're deepening our commitment to equity, diversity and belonging; we're embedding sustainability into how we operate, and finding new ways to share the power of listening with the broadest possible audience as we build towards our centenary.

Our work beyond the stage is built on the principle of co-created projects. By listening to the needs of our audiences and working in strong community partnerships, we have devised and delivered award-winning programmes across the UK, especially around our residencies in Brighton, Eastbourne and Saffron Walden. Alongside our popular concert series, these make us a genuine partner in the cultural fabric of each community. Over the next 10 years, we hope to not only continue this success but also emulate it in Dover and with our local communities in London.

Under Principal Conductor Edward Gardner we combine core symphonic repertoire with bold, contemporary programming. Founded in 1932 by Sir Thomas Beecham, we've been guided across the decades by conductors including Sir Adrian Boult, Bernard Haitink, Sir Georg Solti, Klaus Tennstedt and Kurt

Masur, and, from the 2028/29 season, we welcome Paavo Järvi as our new Chief Conductor & Artistic Advisor. Karina Canellakis, our Principal Guest Conductor, Vladimir Jurowski, our Conductor Emeritus, and Sir George Benjamin, our Composer-in-Residence, add further depth to our artistic roster alongside the world's most exciting artists from the classical tradition and beyond, whom we are proud to call friends and collaborators.

We regularly perform at the world's major concert halls; we are a Resident Orchestra at the Southbank Centre's Royal Festival Hall and, each summer, at Glyndebourne Festival Opera. Each season carries its own idea and driving force. Our 2026/27 London season, marking the Southbank Centre's 75th anniversary, explores the theme 'In Search of Purpose', opening with Britten's *War Requiem*, a powerful gesture of reconciliation. With programmes like these, we can use music to converse directly with the world we're living in.

Our reach extends far past the concert hall. We release regularly on our in-house label; we can be heard on award-winning film soundtracks such as *The Lord of the Rings* and on the soundtrack for games including *Genshin Impact*, and we're welcomed into homes everywhere through our partnership with Marquee TV and our BAFTA-nominated Sky Arts docuseries, now commissioned for a second season. Across social media, we connect with 1.8 million followers worldwide, our recordings are streamed around 260 million times a year on Spotify and Apple, and we remain the most followed professional orchestra on TikTok.

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Our Education & Community programmes reach tens of thousands of people each year, from concerts for schools and families that spark a first love of music in children, to our sector-leading talent development programmes, which lay foundations in the industry for early-career instrumentalists, composers and conductors, and talented young people from backgrounds currently under-represented in the profession. Through our partnerships with local charities, music hubs, and through our work with disabled adults, young people with SEND, and those experiencing homelessness, by listening and creating together, we can build confidence, connection and belonging.

Across our community of musicians, soloists and conductors, audiences, participants and staff, we want to create a conversation, an opportunity in a world filled with noise to slow down, pay attention and feel deeply. This is the power of listening.

Mission

Creating unrivalled orchestral experiences on stage and cultivating authentic human connections beyond it.

Vision

To be the world's leading creator of unrivalled orchestral experiences for audiences everywhere, shaping a future for orchestral music that's inclusive, inspiring and vital.

Structure

The Orchestra is a registered charity and a share-limited company owned by its musicians, known as its members. The membership can elect up to eleven Non-Executive Directors and seven Player Directors to the Charity's Board. The Chair of the Board is a Non-Executive Director. The Chief Executive and the Artistic Director are also ex-officio members of the Board. The senior Player Director is known as the President. The London Philharmonic Orchestra Chair runs the Board, and the President is the Chief Shareholder Representative, their two roles working collaboratively. There are also a non-Executive Vice-Chair and a player Vice-President.

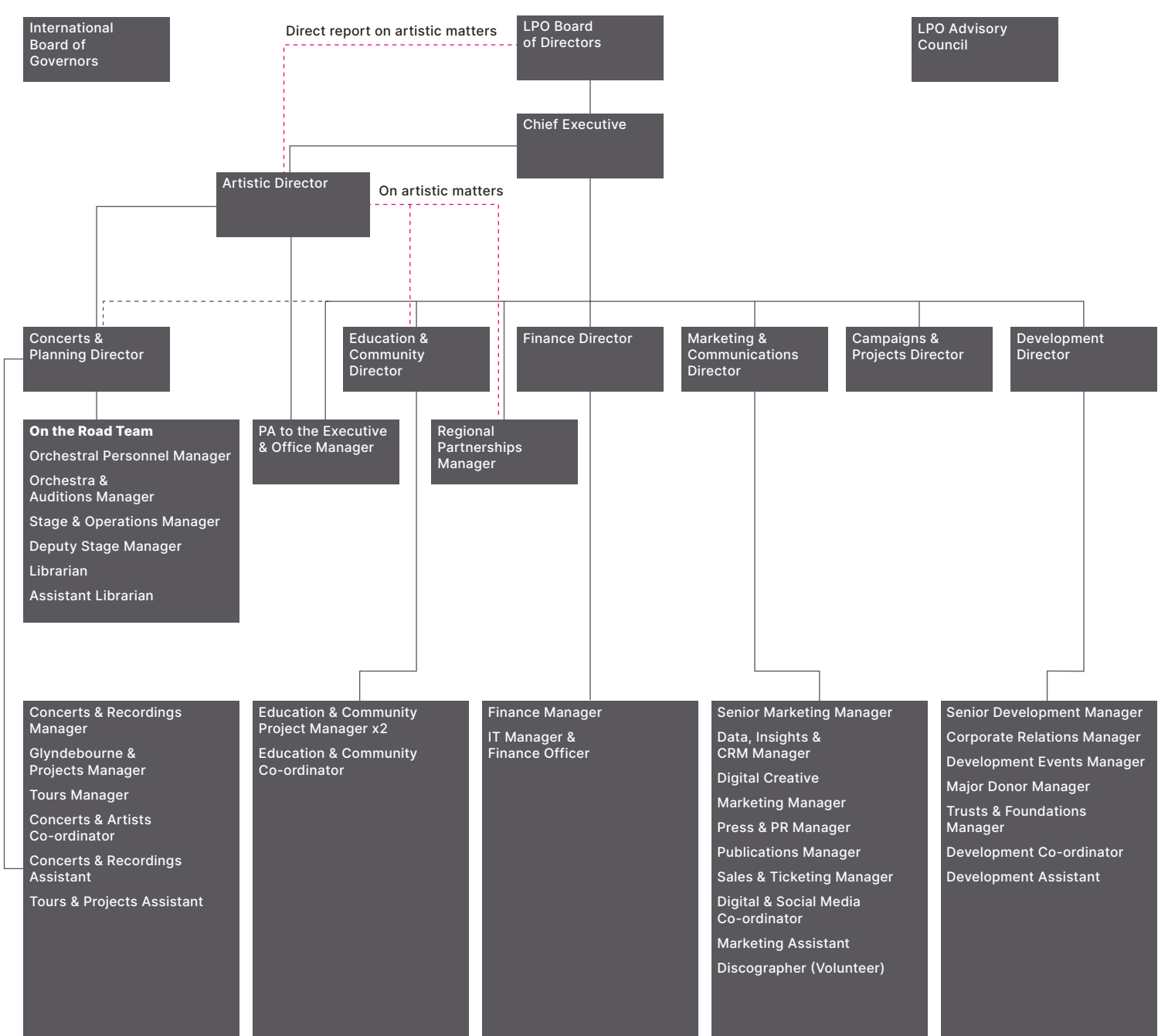
Subcommittees of the Board have been established with delegated responsibilities for audit, investment, events (including the annual gala), nominations, premises and player issues. There are also working groups for equity, diversity & inclusion, and sustainability, consisting of members of the Board, staff and Advisory Council. Authority for the strategic delivery and day-to-day management of the Company is delegated to the Chief Executive and the Artistic Director, who oversee an administration of 43 employees.

An Advisory Council was established in 2012, whose members do not have formal governance responsibility. They advise and assist the Orchestra on matters of strategic and/or orchestral importance when called on. In 2018, an International Board of Governors was established with a similar remit focusing on the international landscape. There is an independent American Friends of the London Philharmonic Orchestra, based in New York.

The Chief Executive will be a director of a subsidiary company, London Philharmonic Orchestra Trading Ltd, and the independent London Philharmonic Trust.



Structure





Finance

The Orchestra has an annual turnover in the region of £13–£14m, depending on the pattern of activity, with touring being the largest factor in both income and expenditure fluctuation. It has 43 employed administrative staff, and a self-employed orchestra membership of up to 80. In addition, the Orchestra engages over 450 self-employed extra and deputy players annually.

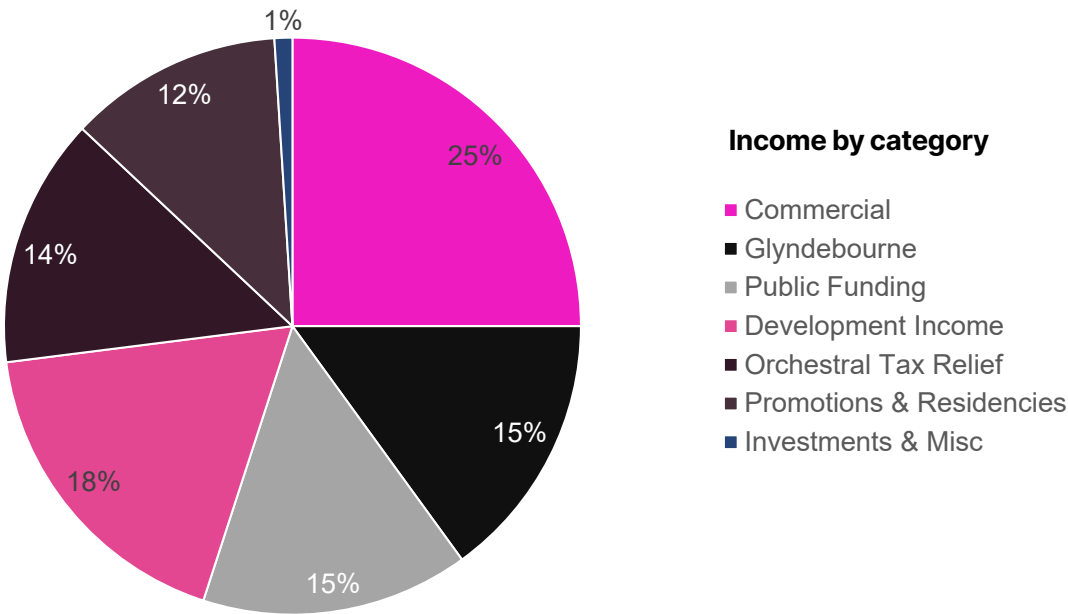
Funding from Arts Council England (ACE) represents just 15% of our turnover but is an indispensable part of our mixed-income model and enables long-range planning. ACE funding is the bedrock from which we build our operating model, generating more than £5.50 in revenue for every £1 from the public purse. The Orchestra’s unrestricted, undesignated reserves total £1.5m, with reserves designated to support future strategic projects and financial resilience standing at £3.9m. In addition, the Orchestra holds an endowment fund of £3.7m to enable strategic collaborations with key venues. Funds being

built towards a future capital project are held by the independent London Philharmonic Trust.

We are forecasting an operating surplus in the region of £175,000 for the financial year ending August 2026, with a small deficit budget agreed by the Board for 2026/27.

Against a challenging backdrop, financial priorities include growing development income, continuing to develop commercial opportunities and earned income from touring and other activity, and maximising orchestral tax relief. The Orchestra will be applying for renewal of its ACE National Portfolio Organisation funding in autumn 2026, with a decision expected in summer 2027.

The financial year runs to 31 August, and annual budgets are formally signed off by the Board in July each year, with regular reviews by the Audit Committee prior to this. The charity is audited by Crowe and is undergoing an audit tendering process for year-end 2027 onwards.





About the role

Overall responsibilities

The Chief Executive is the principal executive leader of the London Philharmonic Orchestra and is accountable to the Board for the overall leadership, performance and lasting success of the organisation. The Artistic Director leads on artistic vision and programming, and the two roles work in close partnership to advance the Orchestra's shared ambitions.

Reporting to the Chair and the Board of Trustees, the Chief Executive will provide strategic leadership, ensuring that artistic excellence is matched by financial strength, philanthropic support, commercial success, institutional resilience and international influence, all whilst nurturing the LPO's organisational culture.

Working closely with the Artistic Director, Chair and Board, the Chief Executive will shape and deliver the Orchestra's long-term strategy; lead its business, financial and organisational life; strengthen its profile, partnerships and sources of support; and ensure that the London Philharmonic Orchestra continues to thrive at the forefront of the cultural sector.

This is one of the most significant leadership appointments in the international orchestral world. It requires an individual of exceptional judgement, credibility and ambition who can lead a multifaceted artistic organisation with confidence, authority, integrity and vision.

Main tasks

Executive leadership and strategy

- Provide confident and inspiring executive leadership to the London Philharmonic Orchestra, ensuring the organisation remains a global leader.
- Lead the development and delivery of the Orchestra's strategy, working closely with the Board and Artistic Director to shape its next phase and set clear priorities for artistic excellence, organisational capability, financial resilience, audience reach and international standing.
- Lead through periods of opportunity, growth and change with clarity, ambition and sound judgement, and act as a visible and compelling leader for the organisation, fostering confidence among musicians, staff, trustees, audiences, donors, partners and the wider cultural sector.

Partnership with the Artistic Director

- Develop and sustain a close, constructive and trusted partnership with the Artistic Director.
- Create the conditions in which artistic excellence can flourish through effective strategic planning, financial stewardship, organisational support and a strong and consistently demonstrated culture of collaboration.
- Ensure that artistic and organisational priorities remain closely aligned, while respecting the distinct responsibilities of artistic and executive leadership, and bring judgement, diplomacy and clarity to the opportunities and challenges of leading and sustaining a major artistic institution.

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- Work together with the Artistic Director to amplify the core artistic vision across communications and marketing, commercial opportunities, education and communities, fundraising, and international partnerships, ensuring executive strategies actively power and showcase the LPO's artistic ambitions.

Board, governance and institutional stewardship

- Serve as the Board's principal executive adviser, ensuring that Trustees receive the information, analysis and strategic counsel necessary to discharge their responsibilities effectively.
- Support the Chair in maintaining the highest standards of governance, transparency and institutional stewardship, and ensure that the Orchestra fulfils all statutory, regulatory and charitable obligations.
- Safeguard the lasting health, reputation and resilience of the organisation through strong governance, effective risk oversight and responsible leadership.

Communications, marketing and commercial growth

- Lead the development and delivery of a distinctive brand and communications strategy that reinforces the Orchestra's artistic excellence, strengthens its reputation, and positions it as a leading cultural organisation within the UK and internationally.
- Develop and oversee integrated marketing and audience development strategies, employing both established and innovative approaches to expand reach, deepen audience engagement, attract new and more diverse audiences, and maximise attendance and participation across live, digital, learning, and community activity.
- Drive commercial growth by identifying, developing, and delivering sustainable earned income opportunities, including strategic partnerships, sponsorship, commercial ventures, digital initiatives and other entrepreneurial activities that support the Orchestra's artistic and financial ambitions.

Fundraising, development and external relations

- Lead the Orchestra's fundraising and development strategy, ensuring the growth of financial support from major donors, strategic partners, key public funders, including Arts Council England, trusts and foundations.
- Represent the Orchestra across the UK and internationally, developing the Orchestra's profile and strengthening relationships with music industry partners, philanthropists, cultural institutions, business leaders, central and local government, and the media.
- Work closely with the Chair, Board and senior colleagues to deepen the Orchestra's support base and support the development of major strategic ambitions, including the proposed London Philharmonic Orchestra Centre and other significant institutional initiatives.

International profile and strategic partnerships

- Strengthen the Orchestra's international position by developing its profile, partnerships and strategic relationships.
- Build and sustain strong relationships with promoters, festivals, broadcasters, touring partners, cultural institutions and other key stakeholders in the UK and internationally.
- Ensure that the Orchestra's touring, recording and international activity support both artistic distinction and current and future organisational sustainability, and advance opportunities that enhance the Orchestra's reputation, reach and influence globally.

People, culture and Orchestra relations

- Lead, inspire and develop a high-performing executive leadership team capable of delivering excellence across every aspect of the organisation.
- Build constructive and trusted relationships with the Orchestra's musicians.
- Recognise the distinctive culture, governance and values of a self-governing artistic organisation, working closely and collaboratively with the Players' Committee to maintain this at all times.
- Create an environment in which talented people can perform at their highest level, develop professionally and contribute fully to the success of the Orchestra, while promoting a culture that reflects the Orchestra's commitment to integrity, inclusion and public value.



Person specification

The successful candidate will be an exceptional individual with the ambition, credibility, judgement and tenacity to provide outstanding executive leadership for one of the world's foremost cultural organisations.

They will bring the strategic capacity to shape the future of the Orchestra, the commercial and financial acumen to strengthen its lasting sustainability, and the personal authority to inspire confidence across the organisation and beyond it. They will be capable of operating in a complex artistic environment, combining collaborative instinct with clear executive leadership, and bringing the judgement, resilience and ambition required to lead a world-class institution beyond its next chapter.

Essential experience and capabilities

The ideal candidate will be able to demonstrate:

- A proven record of working effectively with Boards, and of building trusted relationships with senior stakeholders, including highly skilled professional or member-led communities;
- Significant experience of successful fundraising, stakeholder engagement and cultivating high-value external relationships;
- Experience of balancing multiple stakeholder interests while maintaining momentum and organisational focus;
- A track record of leading and developing high-performing senior teams and fostering an inclusive, collaborative and accountable organisational culture;
- Excellent communication, influencing and ambassadorial skills, with the gravitas to represent the Orchestra at the highest level;
- A commitment to artistic excellence, equity and inclusion, talent development, and the cultural and public value of orchestral music;
- A passion for the arts.

Desirable experience

The ideal candidate will demonstrate some or all the following:

- A successful track record as Chief Executive (or comparable role) of an organisation of significant scale, complexity, reputation and ambition;
- Senior leadership experience within orchestral music, opera, the wider performing arts sector or another mission-led cultural organisation;
- Experience of leading, or playing a central role in, a major capital project or comparable transformational initiative;
- International leadership experience and relevant international networks;
- Experience of public funding and charitable governance;
- Experience of digital innovation, media, recording, broadcasting, audience development and commercial growth in a cultural context.



Terms and conditions

Chief Executive

Reports to	Board of Directors
Location	London Philharmonic Orchestra, 89 Albert Embankment, London SE1 7TP, and offsite at projects and concerts as required. Some working from home is possible.
Contract	Permanent, full-time
Salary	Commensurate
Probation	6 months
Notice period	6 months (1 month within probationary period)
Holiday entitlement	28 days of annual leave per annum, plus bank holidays
Pension	After three months in the position, access to a 6% contributory pension scheme
Other benefits	• Ticket discounts or complimentary tickets to London Philharmonic Orchestra concerts and events • Salary sacrifice schemes, cultural discounts and travelcard schemes

How to apply

The deadline for applications is **5pm on Monday 5 October 2026**.

To apply, please send a CV and a covering letter stating why you think you are suitable for this role to our recruitment consultant, Helen Sprott, Managing Director of AEM International, at **applications@aeminternational.co.uk**

Letters should be no longer than two pages. All applications will be acknowledged.

If you would like a confidential conversation about the role, please contact Helen via email at **hsprott@aeminternational.co.uk**

The London Philharmonic Orchestra is committed to equality, diversity and inclusion. We actively welcome applications from all sections of the community, recognising that a diverse team with a wide range of lived experiences strengthens our ability to achieve our mission of creating unrivalled orchestral experiences on stage and cultivating authentic human connections beyond it.

lpo.org.uk

