

London Philharmonic Orchestra

Artistic Director Recruitment Pack

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Dear Candidate

Thank you for your interest in the role of Artistic Director at the London Philharmonic Orchestra.

This exciting role within the LPO is central to our vision of how a world-class orchestra in the 21st century can take the lead in artistic excellence, relevance and evolution. Working in partnership with the Principal Conductor and Executive Team, the successful candidate will be responsible for shaping and developing the artistic output of the Orchestra for the future. The candidate will work alongside an enviable conductor roster led by Principal Conductor Edward Gardner, Principal Guest Conductor Karina Canellakis and Conductor Emeritus Vladimir Jurowski, and will work closely with Chief Executive David Burke. This role is pivotal in maintaining and developing the unique characteristics of the LPO, with the simultaneous aim of extending into the future its ongoing artistic excellence and success.

The person appointed Artistic Director will find in the LPO an outstanding orchestra in very strong artistic, financial and administrative condition, with an engaged governance team supporting its ability to deliver creativity and excellence. It has built an enviable reputation for its intelligent and adventurous programmes, and is committed to exploring ways to enhance the concert experience for new audiences with its London partner, the Southbank Centre.

Modern orchestras face many challenges, which we at the LPO meet energetically and proactively. We are dedicated to our artistic aims: engaging with ever-widening audiences to share the wonder and beauty of the core repertoire, as well as exploring variety and innovation in its presentation; developing the artform with the exciting pool of home-grown and global talent, with diversity of performers and composers bringing new voices to the repertoire; nurturing future generations through inclusive Education & Community programming, ensuring access for all; and exploring the expansive possibilities that digital technology can bring to our communities.

The London Philharmonic Orchestra is a self-governing orchestra, and you will find yourself welcomed by a remarkably tight-knit family of world-class musicians. The Orchestra members on both the Board and the Artistic Advisory Group will work with the Artistic Director in a truly supportive and collaborative environment.

In the following pages you will find detailed information on the position, the Orchestra's programme, and our organisation. If you require any further details, please do not hesitate to get in touch.

Everyone at the LPO is excited to welcome the fresh thinking and new approaches that will come with this appointment. We look forward to hearing from you.

London Philharmonic Orchestra

Introduction

One of the finest orchestras on the international stage, the London Philharmonic Orchestra balances a long and distinguished history with its reputation as one of the UK's most forward-looking ensembles. The Orchestra is resident at the Southbank Centre's Royal Festival Hall in London, which it combines with its role as resident symphony orchestra each summer at Glyndebourne Festival Opera. Outside London, the Orchestra has flourishing residencies in Brighton, Eastbourne and at Saffron Hall in Essex, and performs regularly around the UK.

The Orchestra also tours internationally, performing to sell-out audiences worldwide at the world's leading concert halls. In 1956 it became the first British orchestra to appear in Soviet Russia, and in 1973 made the first ever visit to China by a Western orchestra. In 2024/25 the Orchestra's touring plans include Japan, the USA, China, Austria, Germany and Spain – including such halls as Suntory Hall, Carnegie Hall, the Musikverein and the Elbphilharmonie. Touring remains a large part of the Orchestra's life.

The Orchestra was founded by Sir Thomas Beecham in 1932. It has since been headed by many of the world's greatest conductors including Sir Adrian Boult, Bernard Haitink, Sir Georg Solti, Klaus Tennstedt, Kurt Masur and Vladimir Jurowski. Edward Gardner is the Orchestra's current Principal Conductor, enjoying a flourishing tenure since 2021.

The London Philharmonic Orchestra is committed to inspiring the next generation of musicians. We recently celebrated the 30th anniversary of our Education and Community department, whose work over three decades has introduced so many people of all ages to orchestral music and created opportunities for people of all backgrounds to fulfil their creative potential. Our dynamic and wide-ranging programme provides first musical experiences for children and families; offers creative projects and professional development opportunities for schools and teachers; inspires talented teenage instrumentalists to progress their skills; and develops the next generation of professional musicians and orchestral management.

The Orchestra's work at the forefront of digital technology has enabled it to reach millions of people worldwide: all its recordings are available to download and stream and, as well as a YouTube channel and podcast series, the Orchestra is one of the most followed globally on social media.

Programme of activity

The London Philharmonic Orchestra currently undertakes 140–150 performances each year, plus chamber music and a substantial Education & Community programme.

Central to its programming is its International Series at the Southbank Centre, comprising 25–30 programmes each season. The Orchestra also currently gives ten concerts specifically for schools and young families at the Royal Festival Hall.

Its residencies in Brighton, Eastbourne and Saffron Walden feature a combination of the London programmes and an opportunity to work with exciting emerging artists. Additionally, the LPO performs annually at the BBC Proms and travels to the UK's major concert halls.

International performances make up 35–40 performances each season. The Orchestra has strong ties in Europe, particularly Germany, Austria and Spain, and undertakes regular tours to China, Korea, Japan and the US, working with a variety of agencies and local promoters.

Glyndebourne Festival Opera is a longstanding partner of over 60 years, and the LPO is the main artistic partner in Glyndebourne's sustained period of creativity and success. This relationship gives the Orchestra a unique opportunity to balance concert and opera work, helping to develop the ensemble and repertoire that contribute to the Orchestra's unique style.

The Orchestra delivers over 300 education sessions per year, working with post-conservatoire musicians and emerging musicians of all ages from communities currently under-represented in the sector. A variety of initiatives are targeting young people across the educational Key Stages, with the goal to seek, mentor and propel talent on their musical journey regardless of cultural or social background. We are excited to further develop and integrate this important work in the future.

The Orchestra has a significant recording heritage and runs its own CD label boasting more than 130 titles. It achieves over 5 million streams a month, and has a lively, responsible and engaged presence on social media platforms.





Job description

Key areas of responsibility for the Artistic Director are:

- Provide direction in the artistic planning, creating a distinctive profile to ensure prominence at a national and international level.
- Consult with the Principal Conductor on programming and artistic matters; ensure link to the Orchestra by communicating these matters as appropriate to the Player President and Artistic Advisory Group.
- Responsible for the selection, appointment of and relationship with all titled conductors, guest conductors, guest artists and resident composers; identify performance opportunities and scout for talent domestically and internationally.
- Collaborate, in a timely manner, with the LPO's Concerts Team to ensure programmes use appropriate orchestral resources and meet agreed project budgets. Assist with the compilation of those budgets where required.
- Attend the majority of LPO performances (excluding Glyndebourne but including touring where practical) to evaluate quality of artists and assess the impact of programming on audiences; attendance also enables the Artistic Director to participate in the cultivation of and engagement with patrons, the industry and the wider LPO family.
- Collaborate closely with the Chief Executive and Board to provide artistic leadership and direction to ensure the long-term success of the Orchestra; facilitate effective and constructive communications internally between Board, Orchestra musicians and staff.
- Collaborate proactively with the Education & Community Team to ensure highest artistic standards and artistic synergy throughout the Orchestra's activities.
- Collaborate with the Marketing & Communications Director and PR Team to ensure the marketing and communications strategies and publications reflect the artistic vision and needs of the company, participating in interviews with press or meeting with promoters in order to advance the success of the company's work when required.
- Actively support the fundraising efforts of the Orchestra on both the revenue and capital sides, working with the Development Director and the Campaigns & Projects Director by meeting donors, trusts, funds and sponsors as is deemed helpful.
- Attend meetings (e.g. with Arts Council England, Southbank Centre etc.) to represent the company as needed.
- Represent the LPO to the sector, and represent the sector more widely, taking a leading role in promoting the Orchestra and advocating for its continued public support. Seek new partnerships, including international relationships.
- The Artistic Director sits on the Board of Directors of the London Philharmonic Orchestra.



Ideal candidate

The Artistic Director of the LPO must have a creative and innovative mindset, a deep understanding of orchestras and how they work, and a desire to explore, devise and implement wide-ranging orchestral programming initiatives. The successful candidate will be collaborative in nature, working closely with the Chief Executive and the Principal Conductor, as well as key partners such as the Southbank Centre, key promoters, and agencies in the UK and overseas. Stature and the ability to communicate effectively individually, as well as alongside the Principal Conductor and senior leadership of the LPO, as a significant public face of the Orchestra, is essential. She or he must have broad musical expertise, expansive repertoire knowledge and an outstanding ability to lead on curating and programming the orchestral seasons. It will be of essence to continue the excellence and trajectory that has been established as a hallmark of the LPO whilst introducing a novel personal element over time.

Commissioning new works and programming performances of contemporary music is important to the LPO, and therefore should be of particular interest to the Artistic Director. As part of an organisation seeking to unite multiple voices, cultures, talents and abilities, this person must share the LPO's commitment to diversity and inclusion on all levels.

The successful candidate should have experience of, and a keen ability in, identifying and attracting talent, as well as an evident ability to build and retain relationships with guest artists, conductors and collaborators. Therefore, a warm, communicative and engaging personality is needed to bring these artists into the LPO family, as well as to build a strong rapport with all members of the LPO team and the Orchestra's musicians. The ideal candidate will be a team player with the ability to fit with and within the chemistry and fabric of the LPO.

This person will have an appreciation of the interrelationship between creativity, commercial requirements and funding requirements. In this context, this person will work closely with the Chief Executive to balance financial imperatives to underpin sustainable long-term creativity. Proactive and charismatic participation in fundraising efforts will be expected of the incoming Artistic Director.

A commitment to fully supporting and engaging creatively with the Education & Community Team and the wider participation programmes to which the LPO is wholly committed as part of its core work is vital. The successful candidate will have an appreciation for the significance of the technological advances and ideas needed to reach wider audiences, and will be keen to engage with the Digital Creative and members of the Marketing & Communications Team.



Other information

Contract type	Full-time permanent
Salary	Commensurate with experience
Pension scheme	The Orchestra will contribute 6% of salary to a pension scheme of the post-holder's choice.
Location	London-based, with international travel expected to accompany orchestral touring, for research, and to represent the Orchestra as required.
Deadline	Deadline for applications is 9am, Monday 3 February 2025.
To apply	Please upload a CV and covering letter at lpo.org.uk/jobs

For further information, please contact David Burke, LPO Chief Executive:
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