

London Philharmonic[★] Orchestra

Board of Trustees Recruitment Pack

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London Philharmonic Orchestra

Dear Applicant,

Thank you so much for your interest in joining the Board of Trustees of the London Philharmonic Orchestra.

As the Orchestra approaches its 100th birthday in 2032, there has never been a more exciting time to become part of the team that will steer this great ensemble into its next century!

Music and our musicians are at the centre of all we do and the LPO has an outstanding history of artistic excellence coupled with humanity, community and creativity, both on the stage and off. Under the baton of our wonderful Principal Conductor, Edward Gardner, the Orchestra has gone from strength to strength, and will continue to do so when he is succeeded by Paavo Järvi in 2028.

Following a recent strategic review, the Orchestra is now committed to realising its long-term ambition of finding a permanent home; for music, outreach, community and education. A space to bring everything under one roof. As we embark on this ambitious capital project, we are seeking two dynamic, engaged and highly motivated individuals to help drive the project forward, while continuing to steward existing operations.

You will be joining a wonderful community of people and we look forward to meeting you and welcoming successful candidates to the Board of Trustees.

Catherine Høgel (Chair) & Mark Vines (President)



About the London Philharmonic Orchestra

Uniquely groundbreaking and exhilarating to watch and hear, the London Philharmonic Orchestra has been celebrated as one of the world's great orchestras since 1932. We are driven by our passion for delivering artistry on stage and humanity beyond it, which we achieve through our exceptional programmes, pioneering education and community projects, acclaimed recordings and trailblazing international tours. The Orchestra balances a long and distinguished history with its reputation as one of the UK's most forward-looking ensembles, and is internationally recognised as a leading world orchestra providing excellence, versatility, invention and inclusivity in all that we do.

The Orchestra is developing ambitious plans across each of its areas of activity as we approach its centenary in 2032, including building on its international positioning, a major endowment appeal, and the fruition of a long-term physical home for the Orchestra alongside its Southbank Centre and regional residencies.

We are committed to sharing the power of world-class music with the broadest possible audience. Our programmes provide the leading talent development schemes for emerging instrumentalists, composers and conductors; first musical experiences for children and families; and significant programmes with both adults and young people living with disability.

We place a strong value on Equity, Diversity and Belonging in all that we do, with significant development and programming initiatives in this area. All of our programmes allow participants to bring their creativity, enthusiasm and unique perspectives into the LPO to revitalise, enrich and enhance our practice and relevance to the world in which we live. To our employees, musicians and Board, we promise an inclusive, respectful environment where you will find a warm welcome and a strong sense of belonging, whatever your background. It is our aim that you can see yourself in the Orchestra's work and that your voice is heard through regular initiatives that offer opportunity to feedback and contribute

The LPO prides itself at being on the forefront of technology, continually finding new and innovative ways to share our music with millions of people worldwide. The LPO has 1.8m followers across all social media channels alongside c.260 million annual streams across Spotify and Apple, and we continue our reign as the most-followed professional orchestra on TikTok. We can be heard on award-winning film soundtracks such as *The Lord of the Rings* and on computer games, and we recorded 'Backstage with the London Philharmonic Orchestra', a four-part docuseries with Sky Arts, which was nominated for a 2025 BAFTA.

At the heart of the LPO we champion a strong commitment to the communities we serve, reflecting on, engaging with, and acting upon the challenges of today's society. Such values are also recognised through our music, with recent seasons' programmes exploring key moments in history and topics such as migration, the environment and the power of creativity. We are committed to ensuring that our operations are as sustainable as possible and that the Orchestra delivers significant impact across all areas of its activity.



Structure

The Orchestra is a registered charity 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, which is chaired by the Chair, 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 LPO Chair runs the Board and the President is the Chief Shareholder Representative, their two roles working in harmonious collaboration. There is 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, and a Chair's Committee. There are also working groups on equity, diversity & inclusion, and sustainability, consisting of members of Board, staff and Advisory Council. Authority for the strategic delivery and day-to-day management of the Company has been delegated to the Chief Executive and the Artistic Director, who oversee an administration of 40 employees.

An Advisory Council was established in 2012, whose members advise and assist the Orchestra on matters of strategic and/or orchestral importance when called on without formal governance responsibility, and in 2018 an International Board of Governors, with a similar remit on an international basis. There is an independent American Friends of the London Philharmonic Orchestra, based in New York.

About the role

Job title	Non Executive Director and Board Trustee
Hours	The role will require in the region of one to two days per month. Trustees are required to attend four Board meetings per year, the AGM, and meetings of any subcommittees the Trustee joins. Trustees are also encouraged to represent the Orchestra at various events throughout the year.
Term	Three years, renewable for a second three-year term.
Salary	The role of Trustee is a voluntary position and not accompanied by any financial remuneration.

Overall responsibilities

The Board help to set the mission and vision of the Orchestra and have collective responsibility for the overall governance, compliance, strategic direction and financial sustainability of the organisation. They provide oversight, support and constructive challenge to the executive team, helping to ensure the charity remains focused, resilient and impactful. There is an expectation that Board members will be actively engaged in the activities of the Orchestra (attending concerts etc.) and serve as advocates for the Orchestra and supporting with fundraising where possible.



Person specification

All applicants will be required to demonstrate the following qualities in their application:

- An interest in classical music or the broader cultural sector, with an affinity for musicians
- The ability to work collaboratively with other Trustees and senior management
- Share the Orchestra's vision for the future and be committed to that journey
- A willingness to represent and advocate for the LPO across many sectors and spaces
- Excellent judgment, integrity, and the ability to contribute to Board discussion
- A commitment to Equality, Diversity and Inclusion
- An understanding of the importance to the LPO of fundraising and a commitment to assist in this
- Ability to demonstrate they have the time to commit to support the Orchestra

Specific skills we are looking for:

Board experience, fundraising and advocacy are all skills to be welcomed, however expertise in the following areas is also being actively sought:

- Public Relations
- Experience in the real estate development industry
- Experience in the development of large capital projects

The Orchestra strives towards a Board and workforce that are representative of all sections of society, and we actively support and encourage people from a variety of backgrounds, experiences and skillsets to join us and help shape what we do. We are particularly keen to receive applications from people of the global majority, LGBTQ+, neurodiverse and disabled candidates.



How to apply

The London Philharmonic Orchestra prides itself on creating a supportive, inclusive and enjoyable environment, where all views are welcome. We look forward to hearing from you.

The closing date for applications is 10am on Monday 20 April 2026.

Please visit lpo.org.uk/jobs, where you will be asked to complete a short form before uploading your CV and covering letter. If you would like to discuss the role prior to applying, or are unable to apply online, please contact David Burke, Chief Executive, on 020 7840 4218 or david.burke@lpo.org.uk for further information.

Your covering letter should summarise your interest in this post, providing evidence of your ability to match the criteria outlined in the Person Specification above.

Successful applicants will be contacted and invited for interview at a mutually agreeable time.