



ROYAL
COLLEGE
OF MUSIC
London



RECRUITMENT PACK
ARTISTIC DIRECTOR

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WELCOME

Thank you so much for your interest in this role.

Training students and musical excellence sit at the heart of everything we do here at the Royal College of Music. Described by the Higher Education Funding Council as 'one of the richest and most intensive programmes of public performance of any conservatoire in the world', the College's annual programme of over 500 events hosted in its state-of-the-art venues and externally, embraces a diverse range of music making that forms an integral part of every student's education.

The RCM is seeking an Artistic Director who will set the vision for and oversee the delivery of an ambitious, innovative and inclusive artistic programme, working collaboratively with Heads of Faculty, visiting artists and external partners. We are looking for an individual who has exceptional knowledge of and contacts with the music industry internationally, significant concert programming experience and a proven track-record for developing strategic partnerships. The post-holder will need to work collegiately with other members of the Directorate in contributing to and implementing the College's wider strategic plans.

The RCM's next Artistic Director will be an exceptional individual – a natural leader with energy, passion and imagination, who will inspire both students and staff with an artistic vision that is relevant to the changing world around us and one that recognises the vital importance of equality, diversity and inclusion in student life, teaching and performance.

We very much look forward to meeting you.

Professor Colin Lawson CBE
Director

James Williams LVO
Director Designate (September 2024)



HISTORY OF THE ROYAL COLLEGE OF MUSIC

The Royal College of Music is one of the world's great conservatoires, training gifted musicians from all over the world for international careers as performers, conductors, composers, creative leaders and thinkers.

Opened in 1883 by the then Prince of Wales (later Edward VII), the RCM has trained some of the most



important figures in British and international music life, including composers such as Holst, Coleridge-Taylor, Vaughan Williams, Turnage and Britten; conductors such as Leopold Stokowski, Sir Colin Davis and Sir Roger Norrington; singers such as Dame Joan Sutherland, Sir Thomas Allen and Alfie Boe; and instrumentalists such as Sir James Galway, John Lill, Gervase de Peyer, and Natalie Clein.

With more than 900 students from more than 50 countries studying at undergraduate, masters or doctoral level, the RCM is a vibrant community of talented and open-minded musicians. RCM professors are musicians with worldwide reputations, accustomed to working with the most talented students of each generation to unlock their artistic potential.

Regular visitors include Lang Lang, Dame Kiri Te Kanawa and Maxim Vengerov. The RCM's many performing groups – including five orchestras, two jazz bands and the RCM International Opera Studio – are celebrated for the vitality and excellence of their performances and are regularly invited to perform at significant venues both in the UK and overseas.

The RCM's buildings, facilities and location are the envy of the world, situated in South Kensington, the home of culture, arts and science, directly opposite the Royal Albert Hall. Our iconic building, our concert hall, Britten Theatre, studios, library and RCM Collections all provide inspiration for RCM students.

MISSION & STRATEGY

The Royal College of Music provides specialised musical education and professional training at the highest international level for performers and composers, within an environment that stimulates innovation and research.

This enables talented students from all backgrounds to develop the musical skills, knowledge, understanding and resourcefulness which will equip them to contribute significantly to musical life in this country and internationally.

Remaining true to its underlying vision and purpose, the College's refreshed 10-year Strategic Plan to 2027 describes ongoing and new initiatives that will ensure that the 140-year tradition of sustainable growth and innovation continues, with the aims of excellence and access informing every programme and project.

[Click here](#) to read the Strategic Plan in full.

QUALITY, LEARNING, RESEARCH & ARTISTIC VISION

The College fosters a transformative climate in which student initiative, experimentation and risk-taking are balanced with a critical approach to musical endeavour through teaching, research and performance.

Our facilities, technology and community support creative, reflective and interactive learning with peers, teachers and professional practitioners from all over the world. A robust artistic programme provides students with an array of performance opportunities both at the RCM and beyond, showcasing their musicianship to the wider public.

The College enables access and engagement across the globe, opening up online resources to a worldwide audience. This includes our Global Conservatoire digital learning initiative alongside Manhattan School of Music, University of Music & Performing Arts Vienna, The Royal Danish Academy and Conservatorium van Amsterdam.

We are also looking ahead to the imminent launch of certified RCM teachers on a new digital platform for global instrumental lessons, alongside top US conservatories.

[Click here](#) to read more about quality, learning, research and artistic vision.



PERFORMANCE OPPORTUNITIES

Royal College of Music students have access to unmatched performance opportunities often in prestigious venues and with the most highly regarded guest artists.

The College's diverse events calendar includes more than 500 events per year, ranging from masterclasses and chamber concerts to orchestral concerts and fully staged operas. A back catalogue of our previous events is available to browse on [Issuu](#) and many of our performances can be viewed on the [RCM's YouTube channel](#).

The RCM supports several large ensembles in addition to the main orchestras, and composers can hear their work performed by fellow musicians. Solo opportunities are numerous, with concert slots available every week, and students are actively encouraged and supported to form chamber groups to help broaden their repertoire and develop their talent.

Visiting ensembles, including the Harlem Quartet, Quartetto di Cremona and Sacconi Quartet, provide further opportunities to play alongside professional performers. In addition, each year, the RCM hosts a composer in residence of the highest renown. Recent alumni include Steve Reich, Chaya Czernowin and Mark-Anthony Turnage.

PERFORM TO A GLOBAL AUDIENCE

RCM students perform regularly as soloists and chamber musicians at venues across London and beyond, including Wigmore Hall, Cadogan Hall, Southbank Centre, the Royal Albert Hall's Elgar Room, Victoria and Albert Museum and local venues including St James's Piccadilly and St Mary Abbots, Kensington.

The RCM enjoys partnerships with several overseas institutions, providing opportunities for students to work on projects abroad. RCM partners include the Opera de Paris, the Paris Conservatoire, UDK in Berlin, MDW in Austria, ANAM in Melbourne, Australia, Bremen in Germany, and the Salzburg Mozarteum in Austria, amongst many others.

A FESTIVAL ATMOSPHERE

RCM hosts regular festivals, that combine concerts, workshops and masterclasses by RCM professors and world-class visiting artists with performance opportunities for RCM students. Ranging from the Keyboard Festival to Super String Sunday and the RCM Festival of Percussion, RCM festivals are nationally and internationally renowned, attracting large audiences in person and online via [RCM Live](#).



RCM ENSEMBLES

The RCM manages several in-house ensembles including orchestras, choirs, jazz bands and faculty ensembles. All perform on a regular basis, giving students the chance to hone their skills in a wide variety of repertoire.

[Click here](#) to find out more about ensembles at the RCM.



OPERA

The RCM Opera Studio is recognised worldwide for its high performance standards. We present three fully staged operatic productions a year, along with regular opera scenes and special projects. Recent performances have included operas by Ravel, Respighi, Humperdinck and Offenbach with directors including Jeremy Sams, Stephen Barlow and Liam Steele, while a performance of Handel's Rodelinda was made exclusively for film. We also present biennial fully staged productions of mini-operas written by RCM student composers.

[Click here](#) to find out more about RCM Opera Studio.

CONCERTOS & COMPETITIONS

The RCM runs several solo competitions and winners often receive showcase performances during the Autumn Term. Our keenly contested concerto competition offers instrumentalists and singers the chance to perform alongside world-leading conductors in our prestigious orchestral concert series.

COLLABORATIONS

We enjoy extremely productive relationships with a wide range of institutions across the UK and beyond.

For the very best orchestral students we offer formal sit-in schemes with several orchestras, including the London Symphony Orchestra, Philharmonia Orchestra, BBC Symphony Orchestra, Royal Philharmonic Orchestra and English National Opera Orchestra. These mentorship programmes are exceptionally valuable, offering the chance for students to gain experience of the profession itself. Singers have opportunities to perform both with the London orchestras and to participate in specific projects with English National Opera.

Collaborations between student composers and performers are firmly rooted in the RCM's curriculum and result in a range of public concerts, giving composers the chance to have their works brought to life by brilliant musicians.

Our radical Great Exhibitionists series offers students the chance to devise their own ground-breaking multi-genre events. With the full support and mentorship of the RCM, composers and performers are given the opportunity to present unique projects that stretch the boundaries of what classical music means today.

EARLY MUSIC

Our [Historical Performance Faculty](#) runs frequent projects for both modern and period instruments. The RCM Baroque Orchestra performs every term with additional performances at festivals in London and beyond.

NEW MUSIC

The RCM has long been a fertile creative space for [new music](#). Holst, Vaughan Williams, Elizabeth Maconchy, Mark-Anthony Turnage, Anna Meredith and Hannah Kendall all began their careers here. Collaborations between composers and performers are encouraged, and student-led groups formed at the RCM, such as Explorensemble have gone on to make an important contribution to London's rich new music ecology.

The RCM was the first education institution in the UK to have its own electroacoustic studio. For more than 50 years we have been at the heart of technical innovation in musical performance. We mount regular concerts combining live performance and electronics, using our new concert facilities to thrilling effect.



FACULTIES AND COURSES

Ranked as the top global institution for performing arts in the QS World University Rankings by Subject in both 2023 and 2022, our international reputation is matched by our commitment to students who benefit from world-class facilities, unrivalled performance opportunities and exceptional professors.

FACULTIES WITH EXCEPTIONAL PROFESSORS

Our dedicated and experienced professors come from all over the world and are respected international musicians at the forefront of their fields. Many are principal players with London's major orchestras. Our faculties regularly collaborate with each other in ensemble contexts and in special projects. This ensures our students work closely with as many of their peers as possible, sharing expertise and enriching their musical experiences.

COURSES

Under its Royal Charter, the Royal College of Music has always had degree awarding powers to doctoral level. Its innovative programmes are designed to build students' academic and practical skills, allowing them to develop into well-rounded professionals with high levels of musicianship. We have shaped our courses to allow for flexibility and specialisation, to help students prepare for the ever-widening demands of the music profession. Programmes include an MSc in Performance Science, an MEd, a Masters in

Composition for Screen and the largest doctoral programme of any UK music conservatoire.

[Click here](#) to find out more about our courses.

RESEARCH

Research at the Royal College of Music embraces the creative, cultural and scientific study of music. Our thriving community of researchers works on a diverse range of projects in musicology, performance science, music education, composition and performance.

Our students are mentored and supported by research staff active at the cutting edge of research and innovation in their own disciplines, recognised internationally for their work. With access to fantastic resources, staff and students work on research projects that embrace themes that include creative practice, experiential learning, history, music psychology and health and wellbeing.

The College is ranked the top UK conservatoire offering music as a single subject in the Research Excellence Framework (REF 2021).

Our most recent success is a £1.9 million grant from the AHRC to upgrade and extend our Performance Simulator facility, which is now up and running to critical acclaim. It allows cutting-edge simulator technologies to be installed in the Performance Studio, offering a larger and more flexible facility for the training of RCM students and collaboration with creative industry partners..

Among other projects is 'Music, Migration and Mobility: The Legacy of Migrant Musicians from Nazi-Europe in Britain'; a performance-led and multi-disciplinary project that seeks to better understand the significance of migration and mobility for music. Funded by the AHRC with a grant of c£900,000, it brings together an international team of musicians, archival researchers, musicologists and geographers.

[Click here](#) for more information about research opportunities.

CENTRE FOR PERFORMANCE SCIENCE (CPS)

One of several research centres, the CPS, a ground-breaking partnership between the RCM and Imperial College London, has become an internationally acclaimed centre for research, teaching, and knowledge exchange in music performance science.

[Click here](#) for more information about CPS.

FACILITIES

We continually invest in our facilities to ensure RCM students have the best opportunities. Our impressive performance spaces are matched by world-class academic resources and latest technology, such as our historic library, interactive Museum, and professional grade studios.

TEACHING AND PRACTICE FACILITIES

Our extensive teaching and practice facilities are designed to offer all students an atmosphere conducive to developing their talents.

As well as practice rooms and space for one-to-one and group teaching, the RCM contains dedicated opera rehearsal spaces, sound-proofed Amadeus Music Pods for private practice, organ rooms, and a purpose-built percussion suite.

We have over 160 pianos, including 60 grand pianos and 20 early keyboards, and a Blüthner Practice Suite which holds twelve Blüthner Model A upright pianos. We also offer instrument surgeries, instrument storage, and dual-purpose practice and teaching spaces with audio visual equipment.

PERFORMANCE SPACES

The College has six state-of-the-art performance spaces: Amaryllis Fleming Concert Hall, Performance Hall, Britten Theatre, Recital Hall, Performance Studio and the Parry Suite.

ACCESS, LEARNING & PARTICIPATION



RCM Sparks exemplifies the RCM's commitment to widening access and diversity. Sparks is the College's accessible learning and participation programme, designed by RCM staff and supported by students and graduates, with the purpose of engaging young children in schools and the local community where support is needed most.

[Click here](#) to find out more about RCM Sparks.

The RCM Junior Department is for musicians aged 8–18 years, enabling them to flourish in a supportive community of similarly talented students and the very best teachers.

[Click here](#) to find out more about RCMJD.

EQUALITY, DIVERSITY, INCLUSION & SAFETY

The College is committed to creating a fair and supportive environment for all. Described at its foundation as an institution whose doors were to be 'thrown open to the whole world', the RCM is an international and diverse community.

We pursue access and engagement locally, nationally, and internationally, opening our online resources to a wide audience. We aspire to reflect society in the UK and beyond and to provide a range of ways for the musically gifted and enthusiastic of all ages to interact with an inspirational learning experience.

[Click here](#) to learn more about equality, diversity, inclusion & safety.



JOB PURPOSE

The Artistic Director is responsible for the artistic leadership of the Royal College of Music, setting and overseeing delivery of the artistic vision. As a member of the College's Directorate, they will work collegiately with other members of the Directorate in contributing to, and implementing the College's strategic plans. Reporting to the Director, the role is directly responsible for leading and managing a large department comprising:

- Heads of Faculty (who in turn manage the Principal Study Professors)
- Director of Opera
- Head of Historical Performance
- Performance and Programming
- Faculties Administration Office
- Opera department
- Performing instrument collection

KEY RESPONSIBILITIES OF ALL DIRECTORATE POSTS

- Take a strategic and operational lead in the areas of responsibility related to the Artistic Director post and contribute to strategic and operational leadership and decision making across the College.
- Alongside other Directorate colleagues, take a leading role in the HR and general management of the College.
- Take responsibility for designated budgets and contribute to the College's overall budgeting to ensure its ongoing sustainability.
- Take responsibility for the development and implementation of cross-College strategies, policies and related documentation.
- Work in close partnership with all members of the Directorate, including the Director, complementing their respective areas of knowledge and expertise.
- Represent the College externally as appropriate.
- Share in the regular attendance at College concerts and other events within the College.
- Undertake other duties and projects as may be requested by the Director



KEY RESPONSIBILITIES OF THE ARTISTIC DIRECTOR

- Provide inspired artistic leadership for the College, its students, staff and all internal and external stakeholders.
- Provide clear direction and management for all direct reports.
- Plan and oversee a rich, varied public performance programme within the College and beyond, ensuring that in all respects, including concept, delivery, performance standards, and the student and audience experience, it is appropriate to a world-class conservatoire.
- Ensure that the College's performance programmes reflect fully the College's commitment to diversity and inclusion.
- Ensure that the student voice is central in determining future plans and programmes.
- Embrace the creativity of students and staff, commissioning new artistic content and developing new formats of performance, complementing existing initiatives in the music industry and leading to further positive change.
- Develop the roster and profile of guest conductors and guest artists engaged by the College and steward these partnerships in consultation with the Heads of Faculty.
- Build and lead a cohort of partnerships with high-profile performing arts organisations, commercial entities and education institutions who share the same values and strategic ambitions.
- Initiate strategic opportunities to integrate the performance programmes with the College's wider media and technology strategy, including but not limited to streaming and live recording.
- Initiate strategic opportunities to integrate the performance programme with the College's research programmes, which embrace the creative, cultural, and scientific study of music.
- Advise on and engage with the College's digital, recording studio and theatre strategies and operational priorities.
- Regularly attend performances in London, the UK and when required, overseas.
- Provide strategic and operational direction and HR support for the teams in the Artistic Directorate.
- Hold budgetary responsibility for the Faculties, Studios, performance programme and instrument collection.
- Attend the following committees, among others:
 - Artistic Planning Committee (Chair)
 - Senate Executive Committee
 - Senate
 - Council
 - Directorate



PERSON SPECIFICATION

The ideal candidate will bring the following knowledge, experience, skills and personal qualities:

ARTISTIC

- A versatile and experienced classical music professional with a proven track record of successful, innovative and inclusive artistic programming.
- Well-developed and current international professional networks.
- Knowledge of and interest in a wide range of music genres.
- Understanding of current developments and trends in music education with the ability to enrich the student offer.



- Demonstrated commitment to the College's inclusion and diversity agenda.
- Proven track record of initiating strategic partnerships with a broad range of organisations.
- A degree and/or professional qualification relevant to the responsibilities of the post, with a postgraduate qualification as desirable.

LEADERSHIP AND MANAGEMENT

- Substantial management experience, with the ability to build and develop teams effectively with flair and imagination.
- A persuasive communicator, able to influence a wide range of stakeholders with excellent written and oral communication skills.
- Excellent negotiating skills and sound judgment.
- Ability to relate well to academic and non-academic colleagues and students.
- Experience of working collaboratively as a team member as well as a leader.
- Ability to take a strategic overview and delegate effectively.
- Resilience, personal motivation and drive, able to work calmly under pressure, and set and achieve ambitious targets.
- Ability to handle complex administrative tasks speedily and effectively, identifying where



processes can be simplified or where alternative approaches need to be adopted.

- Understanding of the ethos of higher education/ not-for-profit organisations.
- Identification with the goals and values of a conservatoire education in music.
- Budget management experience.
- A high level of computer literacy.

SUMMARY OF TERMS

SALARY

Commensurate with a position of this importance

CONTRACT

Permanent; full-time

PROBATION PERIOD

Six months, with one month's notice

NOTICE PERIOD

Six months

PENSION

The Universities Superannuation Scheme (USS) is available. The RCM operates optional salary sacrifice arrangements for USS.

ANNUAL LEAVE

35 days of holiday per annum, plus public holidays.

OTHER BENEFITS

- Subject to a qualifying length of service, sickness pay of full pay for 6 months followed by 6 months half pay is available.
- Private medical insurance with the Universities and Colleges Corporate Healthcare Plan is offered to members of the Directorate. Alternatively, if you are currently a member of a private healthcare scheme, the RCM will contribute to this up to the value of the PPP scheme.
- Interest-free season ticket loans are available to cover the cost of a 12-month season ticket between a member of staff's residence and the RCM. Tax-free bicycle loans are also available under a similar repayment scheme.

LOCATION

The role will be based at the Royal College of Music, Prince Consort Road, London, SW7 2BS, United Kingdom



HOW TO APPLY

Please send a CV and letter of application addressing how your skills, knowledge and experience match the Job Description and Person Specification, to our recruitment consultant, Heather Newill, Director, AEM International, on hnewill@aeminternational.co.uk

Your letter of application should be no longer than 3 sides of A4. All applications will be acknowledged.

Deadline for applications: **Friday 3 May at 5pm.**

Evaluation interviews with AEM International will be held the weeks of 13 and 27 May.

Interviews for shortlisted candidates will be held on Wednesday 26 June and Monday 1 July.

For an informal conversation about the role, please contact Heather on her email address above.

Please ensure that you complete and submit the Equalities Monitoring Questionnaire with your application. This is available to download from www.aeminternational.co.uk/current-opportunities under **Artistic Director, Royal College of Music.** This form will not be disclosed to anyone involved in assessing your application.

EQUAL OPPORTUNITIES

The Royal College of Music is an Equal Opportunities employer and we strive to create an inclusive environment that reflects and celebrates our workforce, students and programmes. We welcome and encourage applications from people of all backgrounds and experiences and will guarantee to interview any disabled candidate who meets all the essential criteria outlined in the Person Specification. We will support and provide access requirements if you identify as disabled. This includes during the application process, at interview stage and beyond.

