



Join the Board of the London Gay Men's Chorus!

About Us

The London Gay Men's Chorus (LGMC) is Europe's largest LGBTQ+ choir and one of the biggest male voice choirs in the world - with over 250 members. We have sung throughout London, across the UK, and around the world with messages of joy, pride and musical excellence in order to combat oppression, homophobia and put forward a positive image of gay men.

The LGMC began in 1991 with a group of friends singing together in private. Nine of them summoned up the courage to sing a few Christmas carols at Angel Underground Station in public as gay men for the first time, in order to support the Terrence Higgins Trust at the height of the AIDS pandemic. The rest is history. Thirty years on, we're looking ahead to prepare ourselves for the future and have embarked on an ambitious programme of transformational change within the Chorus.

For 30 years, we have grown organically as an organisation run primarily by volunteers, with a professional artistic team working at the heart of everything we do creatively and musically. Over the past few years, we have launched several key initiatives to upgrade our organisational infrastructure, governance and to place an increased focus on equality, diversity and inclusion across every level of our organisation.

In July 2022, our first Executive Director, Clare Cook, joined the LGMC. She manages the day-to-day business of the Chorus and chairs a volunteer Executive Committee elected by our Members. Working alongside our Artistic Director, Simon Sharp, and led by the LGMC Board, chaired by Peter Ptashko, we are together developing a strategy that will see us reach new audiences, raising funds to more impactfully to deliver our mission of 'social justice through song'.

To help us on this journey, we are looking to recruit two new External Trustees to the LGMC Board.



Our Board of Trustees

With a newly refreshed governance structure, in 2021 the LGMC welcomed two External Trustees onto our Board for the first time. This has been a tremendous success and we are now looking for two further candidates from outside the Chorus to join us as External Trustees, who will bring fresh eyes and experience to the Chorus at the highest level of decision-making. The skills and experience that we are particularly looking for would ideally be in the following key areas:

- **Creative Partnerships / Music & Performance**

You might work in the performing arts as a performer, artist, programmer, artistic director or have experience working with performing groups and have a good creative network that could benefit the LGMC. We hope such a person can help support us in ensuring our work remains creative and inspiring, and can support our artistic team with fresh thinking and ideas.

- **Equality, Diversity & Inclusion and/or HR**

The LGMC is deeply committed to EDI, but recognises that we have a long way to go to be truly representative of the LGBTQ+ community in London. We are looking for an individual with experience in EDI and/or HR to support our efforts to create a more inclusive environment for members and to reach new audiences and communities with our work. This person would also support our HR sub-committee, which leads on the Chorus's relationship with all our staff and freelance contractors.

We particularly welcome candidates from all backgrounds, regardless of age, disability, gender identity, gender expression, race, ethnicity, nationality, religion or belief, sexual orientation, socio-economic background, and any other protected characteristic.

We are committed to making all stages of our recruitment process accessible to candidates with disabilities. Please let us know about your needs and we will work with you to make reasonable adjustments to ensure you can perform at your best throughout your application.



The Opportunity in Summary

Role Title: External Trustee

Salary: Volunteer - unpaid

Term: 3 years

Time Commitment: Regular attendance - either face to face or by Zoom - at quarterly LGMC Board meetings within a newly refreshed governance structure, with contributions in between meetings as needed. We would ideally like trustees to contribute the equivalent of at least one day per month to the Chorus.

Responsible to: Chair of the LGMC Board, as elected by our members

Role Description

- Set, maintain and uphold the mission, values and vision of the LGMC
- Make certain that the financial affairs of the Chorus are conducted properly and are accurately reported
- Play a leading role in the continuation of our Governance Review and the launch of our new five-year Strategy
- Support the development of new fundraising and artistic strategies
- Help develop new relationships with a wide range of networks and partners, including individuals, donors, sponsors, funders and creative talent from outside the LGMC's orbit – that will support the LGMC in delivering our aims
- Review the Chorus's performance against our charitable objects and other key targets or objectives as required

Person Specification

Essential

- Confident and collaborative, with experience of working with diverse teams to achieve a shared vision
- Supportive of LGBTQ+ rights
- Significant experience in one of the skill sets identified above: Creative Partnerships / Music & Performance or Equality, Diversity and Inclusion / HR
- Passion for the impact of arts and culture in society



- A commitment to our principles of Equality, Diversity & Inclusion

Desirable

- Experience of working with a membership, or volunteer-led organisation
- Knowledge of the world of LGBTQ+ performing arts or cultural activity

Previous board experience is not a prerequisite. We welcome applications from everybody - whether you've been a Trustee in the past, or if you've never considered it before.

A full induction into the responsibilities of a Trustee and the world of the LGMC will be offered to the successful candidates.

NB. All applicants to these roles should not have been a member of the LGMC for a period covering at least the last three years.

If you have any questions before applying

If you have any questions, or wish to have an informal, confidential discussion about becoming a trustee with the LGMC to help you decide, please contact Member Trustees Chris Calvert or Martin Kaufman - recruitment@lgmc.org.uk

How to Apply

Please send your CV and a 1-page introductory note explaining your motivations, skills and experiences that would make you suitable for one of these roles to recruitment@lgmc.org.uk by Friday 9 September 2022.

Interviews will be conducted w/c 19 September and appointments will be confirmed by the LGMC's Board in an Interim Board meeting in September, ready for the new Trustees to take part in their first full Board meeting on Thursday 10 November.