



BENEDETTI
FOUNDATION



Recruitment Pack
CHIEF EXECUTIVE



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Welcome from the Founder and Artistic Director

Thank you so much for your interest in the Chief Executive role for The Benedetti Foundation. This is a pivotal moment in our trajectory, and we are deeply excited for this next phase of our growth and development.

Our formation in 2019 always seemed like an inevitability. After decades spent meeting with teachers, students and parents; observing and working with schools, conservatoires, charities and local authorities; witnessing endless struggles with resources, infrastructure, training and pedagogy, momentum and inspiration, I, along with a large number of music education specialists, felt we had a good overview of what was needed.

Guided by a first-class cohort of music educators, we set out to create an organisation that aims to deliver transformative experiences through mass music events, unite those who believe music is integral to life's education and provide equal access to music participation and appreciation for all. In the five years since, our Foundation has seen extraordinary growth, reaching over 85,000 participants aged 2-92. Our programmes include mass participation Benedetti Sessions, touring Residencies, Ambassador Programmes and extensive online sessions and resources.

This pace of such significant growth and diversification has naturally resulted in an expanded core team. In order to achieve new levels of impact, we are looking for an ambitious, experienced leader to become our new Chief Executive. We are seeking someone who shares our unwavering conviction about the importance of music education and who understands the relentless need for quality in all we do. We are looking for someone who has the entrepreneurial drive and partnership building skills to extend our reach to more schools, communities and cultural partners wherever they are, and who will help ensure that the work of the Foundation continues long into the future.

Nicola Benedetti CBE
Founder and Artistic Director



About The Benedetti Foundation

International violinist Nicola Benedetti CBE has been dedicated to music education since the age of 15 and in late 2019 formalised her commitment to that mission, establishing The Benedetti Foundation with the generous support of Founding Chair George Burnett and his wife Daphne.

The Benedetti Foundation is dedicated to delivering transformative experiences through mass music events and providing equal access to music participation and appreciation for all. Led by Nicola and a tutor team comprised of exceptional educators and performers from across the globe, we unite those who believe music is integral to life's education.

We create and present innovative and meaningful workshops for young people, primary schools, students, graduates, teachers and adults, in addition to delivering an Ambassador Programme and ongoing online activities, all showcasing what music education at its best can look and feel like.

Since our launch, through our in-person and virtual programmes we have worked with almost **90,000 participants** of all ages from **137 countries** and produced nearly **1,100 pre-recorded and live lessons**; our video content has over **6.6 million views**.

During the **2023-24 academic year, we delivered and reached:**

3 Benedetti Sessions in Bristol, Edinburgh and Aberdeen reaching **4,166 participants**



14 Residency Sessions across the UK reaching **20,344 participants** including: workshops with **151 primary schools**, **17,583 children**; **1,418 beginner and intermediate string players** at mass strings days and professional development for **639 classroom and instrumental teachers**



111 Students (age 19-35) on the 2024 Ambassador Programme and **27 people ages 15-18** took part in our pilot Youth Ambassador programme



23 online Sessions for an audience of **2,674 people internationally**



[Watch 'Our Story So Far'](#)





Vision, Mission and Values

Vision

To bring the music education world into stronger dialogue, connecting communities through the power of inspirational mass moments and meaningful collaboration.

Mission

To deliver transformative experiences through mass music events, unite those who believe music is integral to life's education and provide equal access to music participation and appreciation for all.

Values

Unite: The Benedetti Foundation believes in bringing people together, in the intangible power of the collective making of sound; that people are stronger together and are uplifted by one another when the right environment is set out, and in balancing absolute inclusivity with striving for the pinnacle of human potential and achievement.

Inspire: The Benedetti Foundation believes in the human need for creativity, evolution and innovation; in putting the greatest people in front of as many others as possible and inspiring them to be the best version of themselves.

Educate: The Benedetti Foundation believes your life is your education and that all people, regardless of background, should have access to exceptional educational and holistic opportunities.



Programmes of Activity

The Benedetti Foundation's activity is divided into these core programmes:

Benedetti Sessions

- Our **Benedetti Sessions** are our flagship mass music-making experiences for young string players and teachers, hosted in collaboration with major venues all around the UK
- Our touring programme of **Residency Sessions** are created in close partnership with music services and teachers to bring the Foundation's world-class teams into primary schools and regional venues in all four regions of the UK
- Our **Adult Learner Sessions** bring mass, in-person playing experiences to locations around the UK, giving passionate non-professionals the opportunity to play together, work with our Tutor team and experience a sense of community with like-minded individuals

Virtual Sessions

- Our **Virtual Sessions** bring participants of all ages together from across the world over several consecutive weekends of vibrant digital tuition, to prepare towards a final showcase that celebrates a global musical community, creating a united voice and breaking down musical, societal and cultural barriers
- Our **Mini Sessions** are short, focussed workshops delivered over Zoom, to provide a detailed exploration of a wide variety of topics, aimed at a whole spectrum of the international music community including children, students and graduates, instrumental teachers, adult learners, professional musicians, and parents/carers of musicians



Programmes of Activity

Ambassador Programmes

- Our **Ambassador Programme** is a year-long training programme for students, recent graduates and early career professionals from across the globe, creating world-leading, innovative musicians and educators via talks from top-tier industry professionals, mentoring from our Tutor team, and in-person experiences at our Sessions
- Our **Youth Ambassador Programme** helps young people across the U.K. aged 15-18 to develop the confidence to explore careers in the arts, supporting them at a pivotal stage of transition in their lives



Digital Resources

- Free digital resources on topics such as [Wellbeing](#), [General Musicianship](#), [Teaching Primary Music](#) and much more, which ensure inclusion, access and support for all on a worldwide basis

Read about the impact of these Programmes in our [2022 Impact Report](#).



What People Say About Us

The Benedetti Foundation's work is valued in different ways by all who participate:

"Thank you for reminding children and adults of their capacity to be together in a domain that exists beyond words - a place where pure emotion can be expressed and channelled without explanation or justification. Every member of the team exuded a genuine passion for what they were sharing, and a sense that everyone truly cared."

Parent (Bristol Benedetti Sessions)

"As someone who really struggled to access music opportunities as a young person, I truly admire the ability of the Foundation to make classical music not only accessible and non-elitist but nurturing and supportively familial."

Ambassador

"I am in awe of the Foundation and your commitment and dedication in making music accessible to all. Thank you and don't ever stop!"

Parent

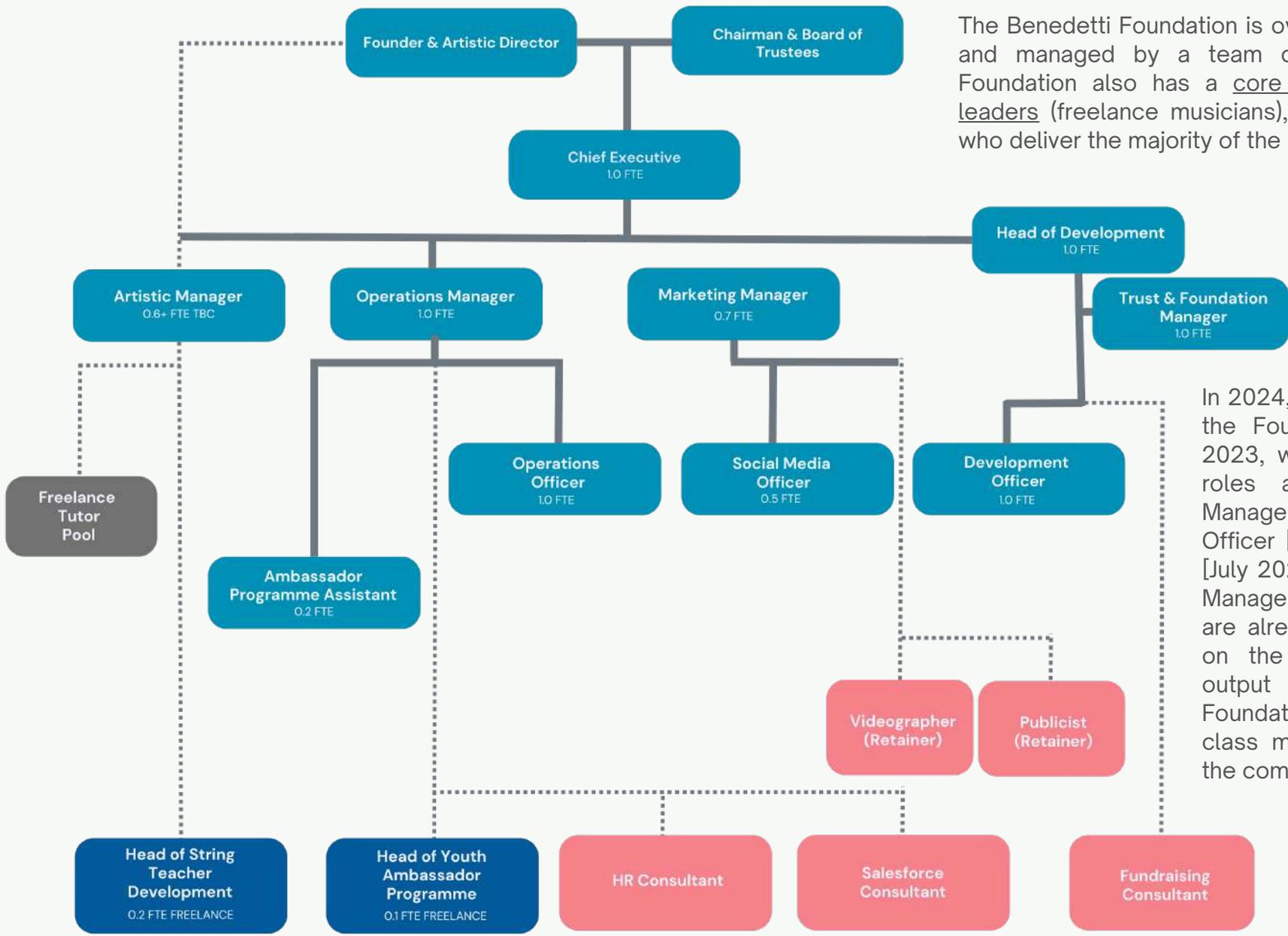
"The Residency has left a lasting impact across Renfrewshire. Strengthening partnerships with schools, teachers, and parents. The Residency's success and the achievements of its participants have served to inspire and enthuse string players across the authority. The Residency highlighted the importance of collaboration and the need for a stronger, joined up approach to delivering musical avenues for pupils to develop and grow."

Mark Traynor, Music Development Officer, Renfrewshire Music Service (Residency)

"I would like to highly commend the Foundation on continuing to provide classes online as well as opportunities to attend in-person weekends. I am a musician with a disability, and due to health, it's not always possible to travel to CPD opportunities or attend summer schools/workshops. By maintaining sessions online, I feel included, valued and part of a community filled with friends and colleagues. Connecting with my music teacher from school through the sessions was an incredibly special experience as well. This accessibility has allowed further career development... The Benedetti Foundation is a gift to all and I hope the organisation continues to flourish."

Instrumental Teacher (Virtual Programme)

Organisational Structure



The Benedetti Foundation is overseen by a **Board of Trustees** and managed by a team of around 7.7 FTE staff. The Foundation also has a core pool of tutors and workshop leaders (freelance musicians), recruited from across the UK, who deliver the majority of the Foundation’s projects.

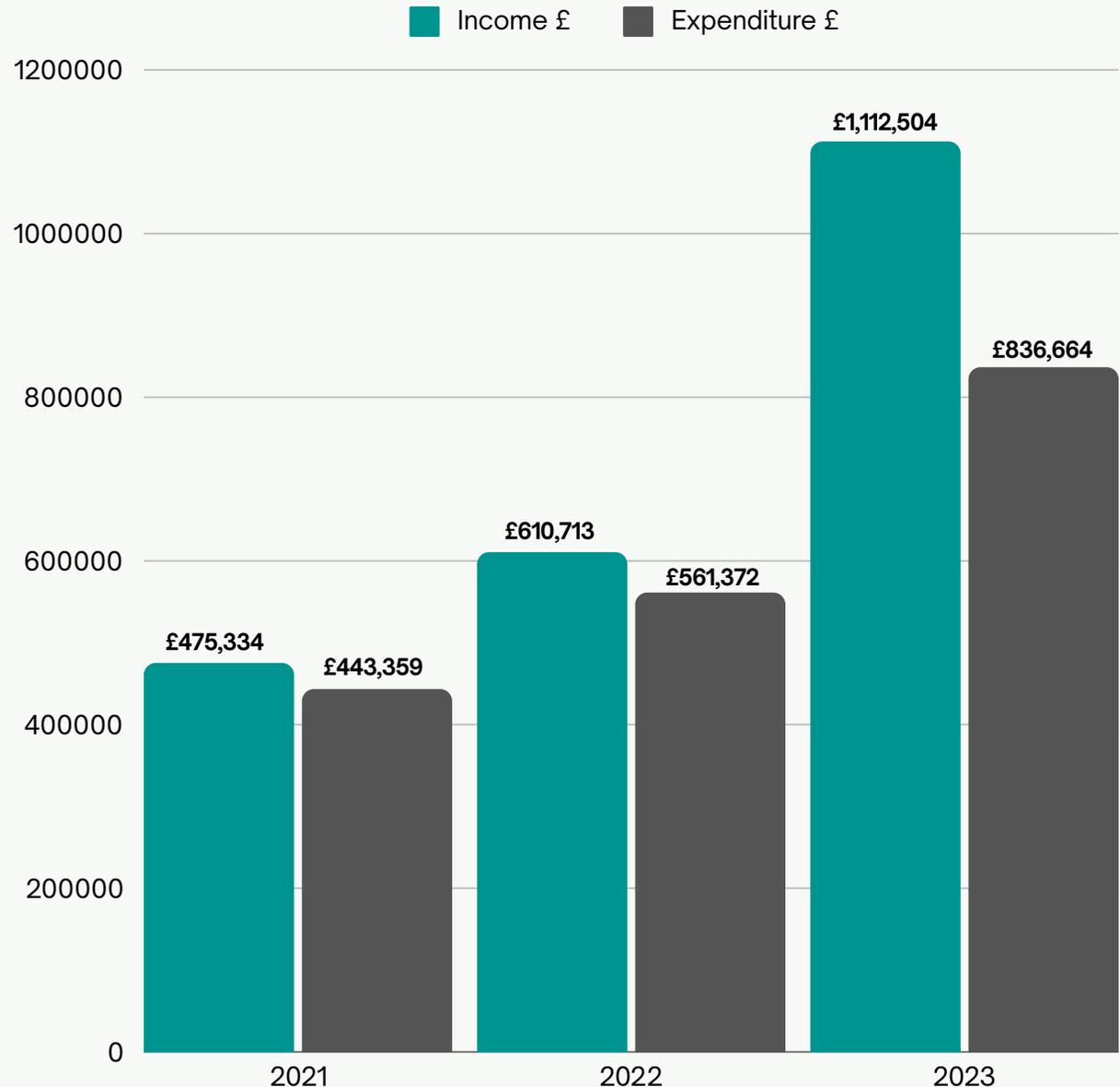
In 2024, to support the major growth of the Foundation throughout 2022 and 2023, we implemented four new staff roles across the year: Operations Manager [January 2024], Social Media Officer [June 2024], Operations Officer [July 2024] and Trusts and Foundations Manager [October 2024]. These roles are already having a significant impact on the Foundation’s operations and output and will greatly increase the Foundation’s capacity to deliver world-class music-making opportunities over the coming years.

Finance and Funding context

The Benedetti Foundation's annual accounts to 31 December 2023 can be found on Companies House [here](#). 2023 was a year of planned growth, seeing income almost double from £610,713 at 31 December 2022 to £1,112,504 at 31 December 2023.

The Foundation's main sources of income are fundraised from trusts and foundations, statutory funders and individual philanthropy. Additional sources include smaller amounts of earned income (participation fees for some activities) and corporate sponsorship. As an expanding organisation, currently only in its fifth year of operation, there is significant further potential for fundraising growth over the coming years.

Much of our work aims to ensure participation for those who are often otherwise excluded. One barrier is of course cost, and therefore many activities are provided without charge. Earned income is generated from low-level participation entry fees for two of our in-person programmes (Benedetti Sessions and Adult Learner Sessions) in addition to some of our Online Sessions. This makes up a small percentage of the Foundation's total income (consistently 5-6% of total income across each financial year). Distinctively, we do not seek growth in this area. Where we do charge a fee for participation, c.40% of free bursary places are set aside for those who need them.





The Role

This role represents a new chapter in the life of The Benedetti Foundation. We have grown exponentially in the last five years and now require Executive leadership to realise our ever-expanding vision. The Chief Executive role will be responsible for implementing our Artistic Director's educational mission, will be the primary and consistent outward-facing representative to all stakeholders integral to the Foundation's success and reputation and will oversee all aspects of our operations. The Chief Executive role will also manage our core team and close freelance tutor group and will carefully balance growth with stability and quality.

Key Responsibilities

The key responsibilities of the Chief Executive will include:

Strategic Planning

- Developing, setting and delivering The Benedetti Foundation's strategic plan, working closely with the Artistic Director and Board, whilst ensuring the Foundation maintains its place as an innovator and leader in the field of music education and that the strategy is realisable within the Foundation's resources
- Developing organisational capacity, with a focus on increasing the quality of output, staffing and delivery structures
- Identifying and nurturing beneficial partnerships with, for example, venues, musicians, other charities, peer music education organisations and industry support organisations with the support of the wider staff team

Artistic / Vision

- Overseeing planning and delivery of year-round programmes of music education activity for which there is public demand and which reflects the mission and vision
- Developing and maintaining productive relationships with artists and educators to generate ideas for ambitious new projects, whilst ensuring they are stimulated, rewarded and feel able to reach their full creative potential when working with us
- Developing relationships with industry contacts internationally, where appropriate, securing engagements or profile-raising opportunities, new creative partnerships and/or income



Fundraising

- Oversight of all company finances, including producing and delivering such budgets and business plans as may be required by the Board or public funders, ensuring they are appropriately monitored and updated
- Reporting to the Board on management accounts and annual budgets, ensuring that accounting systems are maintained accurately in accordance with financial procedures and requirements of the Foundation's appointed accountants and auditors
- Leading the drive to diversify and develop new income streams, ensuring financial sustainability of the organisation
- Overseeing the production of the Annual Report to accompany the year end accounts, in collaboration with the Foundation's appointed accountants
- Ensuring best practice is followed across all financial processes

Governance

- Ensuring compliance with all legal and regulatory bodies (incl. OSCR, HMRC, Companies House, Pensions) and that company policies follow best practice
- Overseeing effective monitoring, evaluation and reporting on all aspects of the company including success and impact of education programmes; Equality, Diversity & Inclusion; Environmental Sustainability
- Liaising with The Benedetti Foundation Board, Finance Committee and Development Committee, and growing and supporting these groups as appropriate
- Providing inspirational leadership to an empowered team
- Setting and reviewing the staff structure and ensuring it is appropriate to the organisation's needs and resources with the Chair of Trustees and Artistic Director
- Supervising the management of central operations (website, database, training, contracts, projects, HR, etc)
- Leading recruitment processes for senior positions, incorporating the Foundation's EDI strategy to actively pursue diverse representation and inclusivity in all staff teams
- Overseeing staff appraisals and CPD, creating an environment where individuals feel highly valued and where progression is possible and encouraged
- Overall responsibility for the Foundation's bank account
- Overarching responsibility for the organisational health and safety, safeguarding and all other policies and procedures
- Ensuring company values are evident in all recruitment and management approaches

This job description is a starting point for the role. It is a working document and as such, may change and evolve as the role, team and The Benedetti Foundation develop.



Person Specification

Qualifications, Knowledge and Experience Required

Essential

The successful candidate will be able to evidence the majority of the following:

- An exceptional track record of providing inspirational and supportive leadership to small-medium sized teams, preferably within the charity or arts sector, with strong general management skills and experience of driving effective change
- Experience in developing and delivering a creative programme and nurturing strong artistic and educational projects
- Financial management skills at a strategic level appropriate to a Chief Executive role (experience in budgeting, financial reporting and compliance)
- Strong negotiation and collaborative skills, with proven experience of developing strong internal and external partnerships
- A track record of leading transformation and improvement across a range of business support areas such as HR, IT, project management, achieving targets within time and resource constraints
- Relationships and networks complementary to The Benedetti Foundation's business model
- Knowledge of strategies to raise the profile of an organisation or equivalent
- Fundraising skills adaptable to a range of sources
- An understanding of the statutory and compliance framework around finance, health & safety, safeguarding, and equality and diversity
- Exceptional communication skills including public speaking and advocacy
- A passion for music education and practical knowledge of the context in which The Benedetti Foundation operates
- High level of integrity, professional conduct, diplomacy, transparency and accountability
- High level of resilience and adaptable, navigating any challenges/setbacks whilst maintaining a positive attitude

Desirable

Experience of the following is not necessary but would be advantageous:

- Knowledge of western classical and orchestral music
- Knowledge of differences in music education structure within the four regions of the UK
- Knowledge of Statutory funders and the music education funding landscape across the UK (incl. Arts Council England, Creative Scotland and Arts Council Northern Ireland)



Terms and Conditions

Job Title	Chief Executive
Reports to	Chair of Board of Trustees; Founder & Artistic Director
Direct Reports	Head of Development; Operations Manager; Artistic Manager (working in close consultation with Founder and Artistic Director); Marketing Manager
Key Relationships	Board of Trustees; Founder & Artistic Director; frequent contact with all members of the Foundation team, in addition to the Foundation's regular consultants
Salary	£65,000 to £70,000 depending on experience
Location	Remote with monthly team meetings in a central location (currently London) and regular UK travel (travel expenses covered)
Contract Type	Permanent
Holiday	This role is entitled to 25 working days' holiday per year, in addition to 8 statutory public holidays.
Pension	An 8% pension contribution will be made, 3% by the Charity and 5% by yourself.
Probation Period	6 months with one month's notice
Notice Period	6 months (once Probation Period is passed)



How to Apply

Please send a cv and application letter, showing how your skills, knowledge and experience align with the Key Responsibilities and Person specification, to our recruitment consultant, Helen Sprott, Managing Director, AEM International, at hsprott@aeminternational.co.uk

Your letter of application should be no longer than 2/3 sides of A4. All applications will be acknowledged.

The deadline for applications is Wednesday 20 November at 5pm.

For an informal conversation about the role please contact Helen via her email address above.

Please ensure that you complete the Equalities Monitoring Questionnaire which can be accessed [here](#). This form will not be disclosed to anyone involved in assessing your application.

The Benedetti Foundation is an Equal Opportunities employer, and we strive to create an inclusive working environment that reflects and celebrates our workforce, and the communities and individuals we seek to engage with.

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 you and meet access requirements if you identify as disabled. This includes during the application process and at interview stage and beyond.

The Benedetti Foundation strives to protect the interests and wellbeing of all children and expects all associated with the Foundation to share this commitment. This post will be offered subject to a satisfactory PVG or DBS check.



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“Days like the one we have just experienced are the magical gateways which spark and inspire those future musicians. They are so precious and crucial, not just for the musical development of our young people but for their mental, physical, and emotional wellbeing and for the social connections they offer through the shared language of music. Days like these offer a safe space, where there are no barriers, where friendships begin to emerge, and music is the bond.”

The focus and learning from all the children throughout the session was impressive and was fostered and guided by the expertise of the wonderful tutors. You could feel the excitement and wonder when the tutors performed at the start of the day, and as the session unfolded the confidence of the children grew...every child who attended had an absolute blast.”

– Pamela Black, Head of Glasgow CREATE Instrumental Music Service

www.benedettifoundation.org

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Registered Company No. SC636675

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