



WORK WITH THE CBSO

COMMUNITY AND TALENT DEVELOPMENT MANAGER

The Community & Talent Development Manager leads on all programmes of activity for communities and young instrumentalists within the CBSO's Learning & Engagement department. The Community & Talent Development Manager works closely with and line manages the Community & Talent Development Producer to ensure that all activities are delivered to the highest quality. Working closely with the department Director, the Community & Talent Development Manager will set and monitor budgets across the community and talent development programmes and ensure that all programmes deliver against their targets.

SALARY: £35,000 per annum

HOURS: 35 hours per week

LOCATION: Birmingham

REPORTING TO: Director of Learning and Engagement

DIRECT REPORTS: Community and Talent Development Producer



ABOUT THE CBSO

The City of Birmingham Symphony Orchestra (CBSO) is an internationally celebrated symphony orchestra, at home in Birmingham. A family of 90 incredible musicians, led by Music Director Kazuki Yamada, proud to make exciting musical experiences that matter to the people of Birmingham, the West Midlands and beyond.

Resident at Symphony Hall, the orchestra's musicians perform over 150 concerts each year in Birmingham, the UK and around the world, with music that ranges from classics to contemporary, soundtracks to symphonies, and everything in between. With a far-reaching community and education programme, a ground-breaking partnership with Shireland Collegiate Academy Trust, and a family of choruses and youth ensembles, it is involved in every aspect of music-making in the Midlands – and has been for more than 100 years.

This longstanding tradition started with the orchestra's very first symphonic concert in 1920 – conducted by Sir Edward Elgar. Ever since then, through war, recessions, social change and civic renewal, the CBSO has been proudly 'Birmingham's orchestra'. Under principal conductors including Adrian Boult, George Weldon, Andrzej Panufnik and Louis Frémaux, the CBSO won an artistic reputation that spread far beyond the Midlands. But it was when it discovered the young British conductor Simon Rattle in 1980 that the CBSO became internationally famous – and showed how the arts can help give a new sense of direction to a whole city. Rattle's successors, Sakari Oramo, Andris Nelsons and Mirga Gražinytė-Tyla, helped cement that global reputation and continued to build on the CBSO's tradition of flying the flag for Birmingham.

In April 2023, Emma Stenning was appointed Chief Executive and Kazuki Yamada took up the post of Chief Conductor and Artistic Advisor, and in May 2024 became Music Director. Under their dynamic leadership, the orchestra continues to celebrate the joy of music, and the brilliance of its home city of Birmingham, through creating unmissable and unforgettable musical experiences for all.

OUR COMMITMENT TO EQUALITY AND DIVERSITY:

The CBSO is an equal opportunity organisation: we value diversity in our organisation and welcome applications from everyone. We consistently monitor our recruitment process to ensure that individuals are selected based on their relevant merits and abilities and receive equal treatment.

You will be welcomed at the CBSO and will find an inclusive environment where different views and experiences are valued, and everyone is able to be themselves. We recognise and understand the importance of diversity and inclusion and want our organisation to be representative of the audiences, people and communities we serve.



KEY RESPONSIBILITIES

Project Management

- Lead on the design and delivery of cross-arts and cross-cultural projects in Birmingham and the West Midlands, actively seeking new partnerships that fit with the CBSO's vision and long-term strategy for diversifying the artists we work with, what is presented on our stage, and the audiences that engage with the CBSO. Produce events to the highest quality the draw new audiences and artists to the CBSO.
- Lead on the planning, development, and delivery of the CBSO's talent development programme, including:
 - Youth Orchestra
 - Project Remix
 - Training Schemes and Career Accelerator
- Oversee the planning and delivery of activity and programmes that connect CBSO to the wider community, arts, and cultural sectors in Birmingham and the West Midlands, including:
 - Cuppa Concerts
 - Community performances and tours to local venues
 - Collaborative projects with communities
- Actively seek opportunities to tour these concerts through engagements with local and national partners
- Oversee Child Performance Licensing within performances and activities connected to this role.
- To ensure the CBSO is fulfilling all aspects of our Safeguarding Policy, ensuring all staff working with young people have relevant DBS checks and understand our policies and procedures.

Partnership and Relationship Management

- Connect CBSO to artists, communities, and organisations from around the West Midlands, focussing particularly on those from outside of the formal education and western classical sectors

- Design, deliver and evaluate programmes of work that connect specifically to CBSO's priority communities
- Oversee the delivery of the CBSO's Community Board, including the day-to-day management and delivering projects co-designed and planned by the Community Board
- Lead on partnerships with further and higher education institutions, and work with colleagues to support relationships with other formal education settings

Budgeting

- In collaboration with the department Director, set and monitor budgets and expenditure for all programmes within the Community and Talent Development Manager's remit
- Ensure accurate and timely records of expenditure

Evaluation and Reporting

- Ensure all programmes are appropriately evaluated, collecting relevant data to support programme evaluation and reporting to funders
- Provide data and information to support the writing of bids and reports to funders

Equality Diversity and Inclusion

- Ensure that CBSO's programmes are representative of and relevant to the young people and communities in our region. Challenge and question assumptions that may exclude some from engaging in our work, and champion equity, diversity, inclusion across the CBSO's community and talent development programmes.

Environmental Responsibility

- Ensure that CBSO's programmes are as responsible as possible when considering their environmental impact, and consider ways that our programmes can champion and creatively support changes in behaviour to support our climate.

Line Management

- Manage the Community and Talent Development Producer and appropriately distribute roles and responsibilities across these programmes.

Additional Duties

- In liaison with the department Director, support the delivery of:
 - Community Board
 - Creative Associates
 - Regional touring programmes
 - Learning Steering Group
 - Youth voice programmes
- Support delivery of projects and activities across the Learning & Engagement Department and CBSO more widely as and when required
- Undertake additional duties and represent the department as and when necessary

PERSON SPECIFICATION

ESSENTIAL SKILLS:

- A clear interest in the arts, music education, and community engagement.
- Clear experience of working with a diverse range of communities and facilitating co-created and collaborative projects.
- A collaborative worker who can relate to and communicate with people at all ages, backgrounds, and abilities.
- Connections and experience working with artforms and genres outside of classical music, this may be jazz, RnB, grime, rap, dance, theatre, spoken word, or other performance-based art forms.
- A focused and enthusiastic team player who can work on their own initiative.
- Have an excellent eye for detail and experienced in keeping accurate records across projects and events.
- Future-focussed: Cares about young musicians and securing the next generation for our industry.
- Excellent verbal and written communication skills.
- Ability to work in busy and time-sensitive environments and deliver results within changing circumstances and priorities.
- Proven ability and enthusiasm for working with children and young people, and with an understanding of safeguarding requirements.
- Willingness to work flexible hours including regular evening commitments and regular weekends across the year.
- An interest in developing partnerships with a wide variety of people across the West Midlands
- Commitment to personal development and acquiring new skills and knowledge, including a willingness to undertake training where necessary.
- Experience of working within an arts, education, or community focussed organisation.
- Proven ability to produce events and programmes from concept design to evaluation and legacy: This person will collaborate with others and take the lead when necessary to get things done and ensure the highest quality programmes.
- Creatively minded: Able to draw together a programme of events that connects to the CBSO's season of work and brings new audiences, participants, and artists to the organisation.
- Relationship-focussed: Able to connect and communicate with a wide variety of people and communities.
- Translator: Able to find language that can connect local communities and the CBSO, ensuring that all communities are artists are welcomed to the CBSO and that they have what is required to fulfil their potential.
- Experience of setting and managing budgets within the limits set by the organisation.
- Excited by the possibilities of an orchestra and future of orchestral musicians to connect to local communities and act as a resource for local artists and communities.

DESIRABLE SKILLS:

- The ability to read music (western classical notation) with practical experience of the creative arts.
- Knowledge, experience, and appreciation of the arts and/or education ecology in the West Midlands.
- Experience of working with artists of any format, whether musicians, dancers, actors, or visual artists.



HOW TO APPLY

To apply for the role of Community and Talent Development Manager please send a CV and a supporting statement of no more than two pages of A4 to Hollie Dunster, HR Manager at hdunster@cbsocso.co.uk

We ask that you complete the equal opportunities information online when you submit your application. The information collected will be treated as confidential and used for to help the CBSO improve its approach to becoming a more diverse and inclusive organisation. It will not be treated as part of your application.

Finally, please ensure that you have included your contact number and email address, as well as any dates when you will not be available or might have difficulty with the indicative interview timetable.

RECRUITMENT TIMETABLE:

Application deadline: Wed 14 August 2024, 10:00

First round interviews: Tue 20 & Wed 21 August 2024

Second round interviews: Mon 26 & Tue 27 August 2024



TERMS & CONDITIONS

- Member of CBSO staff, primarily based at CBSO's purpose-built rehearsal and administrative home, CBSO Centre, in central Birmingham with provision for hybrid working.
- This is a permanent employed position
- This is a full-time role based on 35 hours per week
- CBSO staff are entitled to 25 days annual leave (pro rata from date of starting) plus Public Holidays
- There will be requirement for attendance at evening events (e.g. concerts) and for work at weekends. There is some provision for flexible working.
- This post is subject to a 6 month probationary period
- Membership of the CBSO's Group Stakeholder Pension Plan