



GUIDE OUR VISION FOR THE FUTURE OF OPERA

Could you be Pegasus Opera Company's  
next Chair of Trustees?

March 2024

Application Deadline: Friday 3 May, 2024

## WHO ARE PEGASUS?

**Pegasus Opera Company** is a London and UK-based professional opera company with a widespread family of artists, participants, and supporters. The company produces high-quality performances and balances this with a focus on artist development, with an eye to promoting the talents of emerging artists of global majority heritage and supporting them on eminent platforms of note and significance. For over 30 years, the Company has held on to its late founder Lloyd Newton's ethos of 'harmony in diversity'.

In October 2022, Pegasus was awarded National Portfolio Organisation (NPO) status by Arts Council England, an acknowledgment of the Company's place as a leader in its field with a responsibility to protect and develop the national arts and cultural ecosystem through its programmes. Pegasus showcases artists, challenges audience perceptions, and advocates for inclusion and positive change. Since its inception, Pegasus has had a remarkable history of producing full scale operas and concerts, and it champions diverse composers and celebrates music of the black diaspora. Alongside its mainstage productions, Pegasus provides an incredibly strong education and outreach programme, working with local authorities and schools in Lambeth and further afield, as well as running community choirs.

The company has performed critically acclaimed productions including *Koanga* at Saddler's Wells, *Porgy and Bess* at the Barbican and *Treemonisha* at Queen Elizabeth Hall. Recently, Pegasus performed *Mami Wata* at The Linbury Theatre, Royal Opera House, a production which championed female, global majority classical composers. Pegasus has commissioned the full-scale *Windrush Opera* (working title) which charts the experiences of intrepid travellers from the Caribbean who made a new life in the UK. Pegasus was at the centre of the Windrush 75th Anniversary celebrations in London and maintains a proud history in developing traditional and contemporary operas and concerts, and making these accessible to wider audiences across diverse communities. Pegasus Opera Company's Patrons include award-winning international soprano **Danielle de Niese**, **Sharon D Clarke MBE**, **Dame Kiri Te Kanawa DBE**, **Baroness Doreen Lawrence OBE**, **Kristin Lewis**, and **Roderick Williams OBE**.

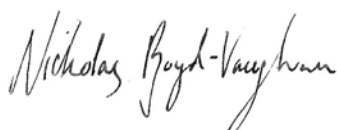
## A MESSAGE FROM THE INCUMBANT CHAIR

It has been my great privilege and honour to chair Pegasus' Board of Trustees for the last four years. When I began my tenure, I did so with one key objective: To provide the support, infrastructure, and guidance to help the company achieve NPO status. My aim was to see Pegasus take its rightful, and in my opinion, long-overdue position alongside the major companies in the UK as a regularly funded organisation. Seeing this become a reality has been incredibly special to me.

With this work complete, it is now the ideal time for a new leader to take up the reins, someone who can continue to support our exemplary team, build on the vision of the company as it makes its mark on the national stage, and be an effective and passionate advocate for both the company and its greater mission.

As a proven and effective leader, you will have a love of opera and share our deep desire to bring this incredible art form to as wide and diverse an audience as possible. Your confidence and authenticity in championing our cause, coupled with astute business acumen and foresight, will ensure Pegasus' continued financial strength and artistic success well into the future. If this sounds like you, then we eagerly await your application!

With best wishes,



Nicholas Boyd-Vaughan FRSA MCIM MISM MCIPR  
Chair of Trustees

‘[Pegasus is] quietly creating opportunities and networks where none previously existed, covering territory and tackling issues overlooked by the bigger organisations’  
*i newspaper*, April 2023



# ROLE DESCRIPTION

- Role:** Chair of Trustees, Pegasus Opera Company
- Remuneration:** The role of Chair is not accompanied by any financial remuneration, although expenses for travel may be claimed
- Location:** Four Board meetings per year plus one away day usually in London. Additionally, the Chair is also expected to have regular meetings with the senior management team and also represent the Charity at various events and meetings with key stakeholders.
- Reporting to:** Board of Trustees (Executive Committee)
- Term:** Three years with the option to renew, subject to board approval.

## OBJECTIVE

The Chair will hold the Board and Executive Team to account for the Charity’s mission and vision, providing inclusive leadership to the Board of Trustees, ensuring that each trustee fulfils their duties and responsibilities for the effective governance of the charity. The Chair will also support the Executive Director and ensure that the Board functions as a unit and works closely with the entire Executive of the charity to achieve agreed objectives. Work hand in hand with the Executive Director and Artistic Director to set the strategic direction of the company and steer Pegasus into the next chapter of its existence and to reach new heights.

They will act as an ambassador and the public face of the charity in partnership with the Senior Leadership team.

## PRINCIPAL RESPONSIBILITIES

### Strategic leadership

- Provide leadership to the charity and its Board, ensuring that the Charity has maximum impact for its beneficiaries.
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the Charity.
- Ensure that the Board operates within its charitable objectives and provides a clear strategic direction for the Charity.
- Ensure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities and manage and mitigate the risks.
- Ensure that the Board fulfils its duties to ensure sound financial health of the charity, with systems in place to ensure financial accountability Governance.
- Ensure that the governance arrangements are working in the most effective way for the Charity.
- Develop the knowledge and capability of the Board of Trustees.
- Encourage positive change where appropriate and address and resolve any conflicts within the Board
- Appraise the performance of the Trustees and the Board on an annual basis.
- To build up the size of the Board, ensuring that Trustee skillsets meet the requirements, both current and future, of the organisation.
- Ensure that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively and which also reflects the wider population.
- Work within any agreed policies adopted by the charity.

### External Relations

- Act as a figurehead for the charity and its objectives, gaining recognition as such within the wider opera and classical music industry.
- Maintain close relationships with key Pegasus supporters.
- Act as a spokesperson for the organisation when appropriate.
- Represent the charity at external functions, meetings and events.
- Facilitate change and address any potential conflict with external stakeholders.



## Efficiency and Effectiveness

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision making process.
- Ensure that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the Charity and that the Board takes collective ownership.
- Foster, maintain and ensure that constructive relationships exist with and between the Trustees.
- Work closely with the Chief Executive to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees.
- Monitor that decisions taken at meetings are implemented.

## Relationship with the Senior Management Team

The Senior Management Team comprises of the Executive Director, Artistic Director and Talent Director

- Establish and build a strong, effective and a constructive working relationship with the Senior Management Team, ensuring they are held to account for achieving agreed strategic objectives.
- Support the Senior Management Team, whilst respecting the boundaries which exist between the roles.
- Ensure regular contact with the Senior Management Team and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges.
- Liaise with the Senior Management Team to maintain an overview of the Charity's affairs, providing support as necessary.
- Conduct annual 360 appraisals for Senior Management Team, as well as an annual remuneration review for all staff in consultation with Executive Director and other Trustees.
- Ensure that the Senior Management Team has the opportunity for professional development and has appropriate external professional support.

## ADDITIONAL INFORMATION

The Vice-Chair acts for the Chair when the Chair is not available and undertakes assignments at the request of the Chair.

The above list is indicative only and not exhaustive. The Chair will be expected to perform all such additional duties as are reasonably commensurate with the standing of the role, though the Company will always be mindful of its voluntary nature and where possible, work around your other commitments.



# PERSON SPECIFICATION

In addition to the qualities required of any Trustee of the charity, the Chair must also meet the following requirements:

## Personal Qualities

- Demonstrate a strong and visible passion and commitment to the charity, its strategic objectives and cause.
- Strong interest in opera.
- Personal gravitas to lead a significant national organisation.
- Exhibit strong interpersonal and relationship building abilities & be comfortable in an ambassadorial role.
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively.
- Strong networking capabilities that can be utilised for the benefit of the charity.
- Ability to foster and promote a collaborative team environment.
- Ability to commit time to conduct the role well, including travel and attending events out of office hours.

## Experience

- Experience of operating at a senior strategic leadership level within an organisation.
- Successful track record of achievement through their career.
- Experience of charity governance and working with or as part of a Board of Trustees.
- Experience of external representation, delivering presentations and managing stakeholders.
- Strong experience of chairing meetings and hosting events.

## Knowledge and skills

- Broad knowledge and understanding of opera and/or issues relating to the diversity and inclusion.
- Strong leadership skills, ability to motivate staff and volunteers and bring people together.
- Financial management expertise and a broad understanding of charity finance issues. Good understanding of charity governance issues.

## TERM

The charity's Chair will serve a three-year term and are eligible for reappointment for one additional term, subject to Board approval. In addition to the Board, the chair would be expected to take an active role in three of the Board's subcommittees related to Finance, HR and Artistic Planning.

## APPLICATION

To be considered for this role, please send your CV along with an expression of interest in the form of a cover note or letter to Sonia Hyams, Executive Director ([sonia@pegasusoperacompany.org](mailto:sonia@pegasusoperacompany.org)) by **5.00pm GMT on Friday 3 May, 2024**.

If you would like to arrange an informal conversation about the role, please do contact Sonia on the above email address.

The selection process will include multiple opportunities for you to meet the company and with fellow trustees, with Pegasus' new Chair expected to be in position by **August 2024**.

As we say in opera, *toi toi toi!*