



Newham
Music

CHIEF EXECUTIVE OFFICER

Candidate Pack



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Welcome from Our Chair

Dear Candidate,

Thank you for your interest in Newham Music.

This is an exciting opportunity to lead one of the most distinctive music, culture and arts organisations in England. Newham Music is a registered charity combining deep local roots with national standing and is both the Music Hub Organisation for Newham and an Arts Council England National Portfolio Organisation. This dual mandate brings significant opportunity as well as high-level responsibility.

We are looking for a Chief Executive to lead the organisation into its next phase. Protecting the quality, trust and ambition we have built matters greatly, and so does shaping what comes next. Our next CEO will help define Newham Music's future at a time of important change across music, arts, education and the wider public funding landscape.

Newham Music works across every state school in the borough and reaches more than 25,000 children, young people and community members each year. The organisation is artistically ambitious, financially stable and highly valued by the schools, families, partners and communities we serve. We have strong governance, a talented staff team and a clear sense of purpose.

The next Chief Executive will lead the organisation through an important period that includes sustaining and developing Newham Music's work as an Arts Council England National Portfolio Organisation delivering against the Let's Create strategy, the continuing development of the Music Hub model as part of the East London Music Alliance, long-term partnership building across the borough and the wider sector, and preparation for the next Arts Council England investment round. We are looking for a leader who can combine strategic judgement with credibility, clarity, ambition and operational strength.

Newham is one of the most diverse and culturally dynamic boroughs in the country. We are looking for a CEO who is inspired by that reality and who understands that the richness of Newham's communities is central to the organisation's identity, relevance and future.

Chris Brannick

Chair of Trustees, Newham Music

About Newham Music

Newham Music is a nationally recognised music, culture and arts charity shaped by a belief that music can transform lives. We work with children, young people, schools, community groups and cultural partners across the London Borough of Newham, and that conviction drives everything we do.

Each year, more than 25,000 children, young people and community members participate in Newham Music's richly diverse, high-quality offer. Our reach extends across every state school in the borough, while our programmes create ambitious, high-quality pathways for children, young people and aspiring artists at every stage of their musical journey. These pathways span performance, composition, songwriting, music technology, bands, ensembles, choirs, orchestras and creative projects, and are shaped by the wide range of musical traditions and cultural influences that define Newham today, including rap, jazz and soul, South Asian traditions, African and Caribbean musical forms, Western classical practice and contemporary music creation.

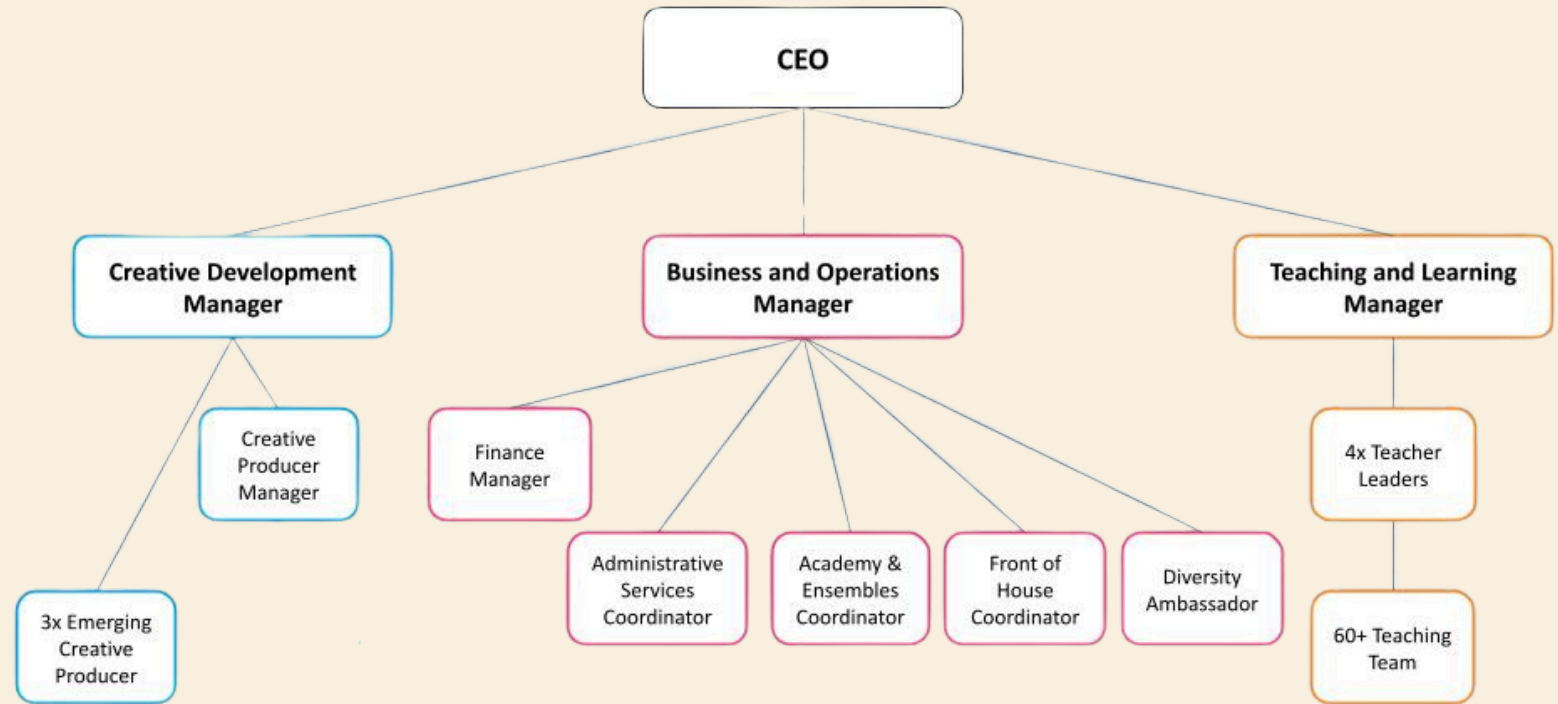
Alongside our schools and progression work, Newham Music plays a distinctive civic and cultural role across the borough. Through performances, partnerships, residencies and community activity, we make music and the arts visible, accessible and valued in the life of Newham. We work closely with our communities and partners because collaboration is central to how we achieve lasting impact, and because the most powerful creative work is shaped with people, not simply delivered to them.

We are an award-winning organisation with a strong reputation for quality, inclusion and innovation. We are also one of a small number of organisations nationally to hold both Arts Council England National Portfolio status and Music Hub organisation status. Together, these reflect the confidence placed in Newham Music as both a cultural organisation and a public service leader, and the breadth of responsibility and scale of opportunity we carry on behalf of the communities we serve.

Newham is one of the most culturally dynamic places in England. Its communities speak over 100 languages and bring musical traditions, influences and energies from across the world. The borough has produced world-class musicians, producers, composers and performers, and remains a remarkable source of talent, creativity and cultural momentum. For Newham Music, this is the creative engine of everything we do. We are committed to ensuring that every child, young person and member of our community in Newham has access to excellent and ambitious music, culture and arts that reflect who they are.

The Team

Newham Music is led by a Chief Executive working alongside a senior leadership team and more than 80 staff across the borough.



Our Dual Investment Status

Music Hub Organisation

- Appointed by Arts Council England on behalf of the Department for Education to coordinate and deliver music, arts and education opportunities across Newham
- A key partner within the East London Music Alliance, one of 43 Music Hub areas nationally
- Works with schools and partners across the borough to ensure access to high-quality music, arts and creative education
- Reports against DfE and ACE requirements for music, arts and education activity

National Portfolio Organisation

- Arts Council England National Portfolio Organisation from April 2023
- Delivers against the Let's Create strategy and ACE Investment Principles
- Multi-year funding enabling strategic planning and workforce stability
- ACE Relationship Manager attends board annually; full accountability framework in place

The current National Portfolio period runs to 31 March 2028. Our next Chief Executive will play a central role in positioning Newham Music for the next investment cycle while continuing to strengthen our music, education and arts offer, our relationships and our long-term resilience.

Inclusion, Diversity, Equity and Access

Newham Music is committed to inclusion, diversity, equity and equality of opportunity in both employment and participation. We work in one of the most diverse boroughs in the UK, and we want our staff, leadership and governance to reflect and respond to the communities we serve.

We particularly welcome applications from Global Majority candidates and from people with lived experience of, or connection to, communities in Newham. We are committed to inclusive recruitment practice and will make reasonable adjustments at any stage of the recruitment process.

Newham Music Values

Passion: We believe in the fundamental power of music and the arts to transform lives.

Inclusion: We strive for inclusion and equity for all and recognise that our differences make us stronger.

Innovation: We seize opportunities to challenge boundaries and welcome new thinking in all that we do.

Collaboration: We listen to and work with our people and partners to ensure we are greater than the sum of our parts.

Integrity: We achieve our aims without compromising our commitment to honesty and integrity throughout our work.

The Role

This is an exciting opportunity to lead one of the most distinctive and high-performing music, culture and arts organisations in England.

Newham Music is seeking an exceptional Chief Executive to lead the organisation through its next phase of development. The CEO will provide overall strategic, operational and cultural leadership, working closely with the Board of Trustees and senior team to ensure that Newham Music continues to deliver excellent work, strong partnerships, sound governance and long-term organisational resilience.

This is a substantial and visible leadership role. The successful candidate will need to lead confidently across strategy, people, finance, governance, safeguarding, partnerships and external representation. They will also need to combine public and cultural leadership with a clear understanding of organisational performance, financial discipline and delivery.

The incoming CEO will inherit an organisation with strong foundations, a respected reputation and significant reach across schools, communities and the wider cultural sector. They will also take on a live strategic brief. Key priorities will include sustaining trust and quality across the organisation, leading Newham Music's positioning for the next Arts Council England investment cycle, strengthening long-term resilience, and developing a more diversified income base alongside public investment.

A central part of the role will be to lead Newham Music within a multi-income model. The successful candidate will need to show confidence in managing a mixed financial ecology that includes public grant funding, earned income, fundraising, sponsorship and wider partnership investment. They will be expected not only to protect existing income but to grow and diversify it.

This is a role for a leader who can think strategically, act decisively, build strong relationships and lead with credibility across multiple settings. The right candidate will understand how to balance ambition with judgement, public purpose with financial realism, and artistic and educational values with strong organisational performance.

We recognise that relatively few candidates will have direct senior experience of both the Music Hub model and the Arts Council England NPO framework. We do not require it. What we are looking for is the curiosity and capacity to understand both frameworks quickly, the leadership experience to operate confidently within them, and the credibility to represent Newham Music effectively to ACE, DfE, schools, funders and communities.

If you have senior leadership experience in the charity, arts or publicly funded sector, within a mission-led organisation with a mixed income model and strong governance requirements, you have the foundations for this role. We will provide full briefing on both investment frameworks as part of the recruitment process, and transition support is designed to ensure the incoming CEO is fully equipped from day one.

Key Responsibilities

Strategic Leadership

- Lead the development and delivery of Newham Music's strategic vision in partnership with the Board of Trustees.
- Provide clear and confident leadership through a period of sector change, including the continuing development of the Music Hub model and preparation for the next Arts Council England investment cycle.
- Ensure that Newham Music remains ambitious, relevant and responsive in its work with children, young people, schools, communities and cultural partners.
- Represent Newham Music with authority and credibility at borough, regional and national level, acting as a visible advocate for the organisation and for high-quality music education.
- Build and sustain strategic relationships with schools, local authority partners, Arts Council England, local and national cultural organisations, funders, sponsors and regional networks.

Governance and Compliance

- Work effectively with the Board of Trustees, providing clear advice, analysis and reporting to support strong governance and sound decision-making.
- Ensure that Newham Music meets all responsibilities associated with its status as both a Music Hub Organisation and an Arts Council England National Portfolio Organisation.
- Maintain high standards of legal, regulatory and policy compliance across the organisation, including charity governance, safeguarding, employment practice and public funding requirements.
- Support the Board in maintaining effective governance arrangements, including strategic oversight, compliance assurance and risk management.

Financial Leadership and Income Generation

- Hold overall accountability for the financial health, sustainability and resilience of the organisation.
- Lead Newham Music within a multi-income financial model, ensuring effective oversight of public grant funding, earned income, philanthropic support, sponsorship and partnership income.
- Work with the Board and senior team to develop and deliver a clear income diversification strategy that strengthens long-term resilience and reduces over-reliance on any single funding source.
- Oversee and contribute to high-quality fundraising activity, including trust and foundation relationships, sponsorship development, donor cultivation and wider income generation.
- Ensure rigorous financial planning, budgeting, forecasting and reporting, with clear presentation of financial performance, risk and strategic options to the Board.
- Support a culture in which financial awareness, value for money and commercial discipline are understood across the organisation without compromising quality or mission.

Key Responsibilities (continued)

People and Culture

- Lead, support and develop a high-performing staff team, sustaining a culture of ambition, inclusion, accountability and wellbeing.
- Ensure that leadership, management and decision-making across the organisation reflect Newham Music's values and commitment to equity.
- Maintain the conditions for strong cross-team working, professional development and clear accountability.
- Ensure compliance with employment legislation, HR best practice and safer recruitment requirements.

Programme, Partnerships and Quality

- Hold overall responsibility for the quality, relevance and reach of Newham Music's educational and artistic programme.
- Ensure that Newham Music continues to deliver high-quality work across schools, ensembles, progression pathways, community programmes and wider cultural activity.
- Champion equity of access, musical breadth and high expectations for children and young people across all areas of delivery.
- Support and challenge the organisation to maintain a high-quality offer that reflects the diversity, talent and creative potential of Newham's communities.

Safeguarding

- Maintain overall accountability for safeguarding culture, policy and practice across the organisation.
- Ensure safeguarding arrangements are robust, well understood and compliant with statutory and sector expectations.

Person Specification

We recognise that no candidate is likely to bring every element of this brief in equal measure, and we welcome applications from candidates who can demonstrate strong overall alignment with the role.

Essential Knowledge and Experience

- Significant senior leadership experience in music, education, the arts, or the cultural, charity or public sector.
- A strong track record of leading an organisation, service or department through strategic development or change, with accountability for strategy, people, finance and performance.
- Experience of working within a mixed-income environment and leading financial planning across multiple income streams.
- Experience of leading or materially contributing to income generation within a mixed-income organisation, including areas such as fundraising, sponsorship, partnership development, trusts and foundations, business development or earned income growth.
- Experience of working with or reporting to a Board of Trustees, governing body or equivalent senior oversight structure.
- Experience of managing external stakeholder relationships, including funders, public bodies and strategic partners.
- Strong financial understanding and sound commercial judgement, including budgeting, forecasting, financial oversight and risk management.
- Understanding of governance, compliance and accountability within a publicly funded, regulated or mission-led organisation.
- Understanding of safeguarding responsibilities within an organisation working with children, young people and adults at risk.
- A credible track record of advancing inclusion, diversity, equity and access in organisational practice.

Essential Leadership and Personal Qualities

- A clear and credible leadership style, with the ability to inspire confidence across staff, trustees, funders, partners and external stakeholders.
- Strong strategic judgement and the ability to translate vision into practical delivery.
- Excellent communication skills, with the ability to represent the organisation persuasively and build strong relationships across a wide range of audiences.
- High levels of personal integrity, accountability and sound judgement.
- The ability to lead effectively in a complex and changing environment, including through funding uncertainty or strategic transition.
- A strong commitment to equity, access and excellence in music, arts and culture.
- The capacity to combine public purpose with financial discipline, organisational judgement and strategic clarity.

Desirable

- Knowledge of the Music Hub landscape or the policy context for music education in England.
- Knowledge of Arts Council England's National Portfolio framework and investment principles.
- Experience of leading or contributing to a major public funding application, investment round, fundraising campaign or equivalent strategic bid.
- Knowledge of the Newham cultural and educational landscape.
- Experience of working across education, arts and community settings in a place-based context.

Role and Appointment Details

Title of post:	Chief Executive Officer
Reporting to:	Board of Trustees
Hours:	Full time, 35 hours per week. Some evening and weekend work will be required.
Contract:	Permanent
Location:	Newham, London, with regular work across the borough and some flexibility for hybrid working as agreed with the Board.
Salary:	£76,000 – £81,000 per annum. Salary is reviewed annually in line with organisational pay policy and performance.
Holidays:	30 days per annum, plus public holidays, and an additional 3 days during office closure between Christmas and New Year.
Pension:	Employer pension contribution in line with organisational policy.
Notice period:	Three months following successful completion of probation.
Probation:	Six months.
DBS:	This post is subject to an Enhanced DBS check with children and adults' barred lists.
Start date and transition:	From November 2026, to be agreed with the successful candidate. Transition support will be tailored to the agreed start date and will include a structured pre-start briefing programme with key stakeholders and funders. The outgoing Chief Executive is in post until 31 December 2026.

How to Apply

Thank you for your interest in this role.

We are looking for a Chief Executive who can lead Newham Music with confidence, imagination and strong organisational judgement. Your application should demonstrate not only your relevant experience, but also your understanding of what it takes to lead a publicly engaged organisation with a mixed-income model in the arts, culture and education sector.

To apply, please complete the online application form using the link below:

[Complete the application form here.](#)

Your application should include:

- A supporting statement of no more than 1,000 words explaining how your experience and leadership approach equip you to meet the requirements of the role.
- The names and contact details of two referees. Referees will not be contacted without your prior consent.
- A completed equal opportunities monitoring form, which will be separated from the application and used for monitoring purposes only.

As part of your supporting statement, we would encourage you to address:

- Your leadership experience in organisations or partnerships.
- Your experience of financial leadership within a mixed-income model.
- Your track record in income generation, including fundraising, sponsorship, partnership income or business development.
- Your approach to leading people, culture and organisational performance.
- Your understanding of the opportunities and challenges facing a role of this kind.

For an informal conversation about the role prior to application, please contact Chris Brannick at info@newham-music.org.uk.

For queries about the recruitment process, please contact Neethu Carpio, Business and Operations Manager, at neethu.carpio@newham-music.org.uk or 020 3089 3214.

Recruitment Process:

Applications open:	Friday 8 May 2026
Applications close:	Monday 8 June 2026 at 12:00pm
Interviews:	Wednesday 24 and Thursday 25 June 2026
Decision communicated:	Friday 26 June 2026

As a Disability Confident Employer, Newham Music is committed to safeguarding and promoting the welfare of children and young people. This post is subject to safer recruitment processes, including references and an Enhanced DBS check with children and adults' barred lists.

We are committed to inclusive recruitment practice and to reducing barriers wherever possible. If you require any adjustment or support at any stage of the process, please contact us at info@newham-music.org.uk and we will be pleased to assist.