

# Trustees

## Brief

September 2025



# Sound and Music



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**



# Sound and Music

THE UK'S CHARITY FOR NEW MUSIC AND SOUND

We are looking to recruit two new Trustees with expertise in finance or accountancy to bring strategic leadership, integrity and skills to our engaged and committed Board.

Deadline: 23:59, Sunday, 19 October 2025

## About Sound and Music

Sound and Music is the UK's charity for new music and sound.

Our vision is a future where the frontiers of new music and sound are closer to every person.

Our mission is to be the base camp for anyone who wants to make, experience or support new music and sound to shape the modern world.

We deliver artist-centred development programmes and essential funding to young, emerging and established artists breaking new ground across music-making in the UK. We lead research, campaigns, networks, archives and collections to further originality, discover and equity within music.

For over 15 years, Sound and Music has worked with thousands of music creators and hundreds of organisations to boost musical creativity, careers, cultures and communities. We are proud of our record progressing inclusion and representation within new music in the UK.

Sound and Music is supported by [Arts Council England](#) and proud to be a [National Youth Music Organisation](#).

Our creative programme makes a unique and distinctive contribution to the arts in the UK. We are a National Portfolio Organisation of Arts Council England. NPO funding is confirmed until March 2026.

## Our values

- **Artist-centred:** We place the strengths, needs and voices of artists at the heart of all we do
- **Curious:** We actively explore, listen, learn and collaborate – always open-minded
- **Agile:** We innovate, respond creatively to ever-changing contexts and prioritise momentum over perfection
- **Ambitious:** We foster originality, lead on equity and inclusion and drive progressive change across the industry

Sound and Music



Front image

Phoebe Mallinson  
© Maria  
Kalinowska

Right images

Top

Holyseuss Fly at  
Glastonbury Festival  
© Giulia Spadafora

Bottom left

BULLYACHE  
present TOM  
© Genevieve Reeves,  
2023

Bottom right

Chihiro Ono  
© Kevin Leighton



## Artist-centred

We place the strengths, needs and voices of artists at the heart of all we do

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# What we are looking for

We are looking for two new Trustees to join our Board as we continue our exciting journey through [The Trail: Our Strategic Plan 2023-28](#).

We seek candidates passionate about encouraging creativity, cohesion and innovation through supporting composers of all ages to create new music and sound and enabling a wide range of audiences to engage with and be enriched by it.

## General attributes required of all board members:

- Passionate about music but not necessarily working in the music sector
- Potential to contribute constructively and effectively as Board/committee member
- Ability to provide strategic direction, set policy, define goals, set targets and evaluate performance
- Ability to attend four full Board meetings and one away day per year; also, to give time to providing expert advice to the executive, as appropriate
- Potential to utilise networks and connections to support Sound and Music activities

## Essential

Candidates should also demonstrate their suitability in the following essential areas, which they will be scored against:

- **Knowledge and skills**  
Expertise in one of the following:
  - o Finance
  - o Accountancy
  - o Broad knowledge and understanding of the Arts and Culture sector and current issues affecting it
- **Strategy**
  - o A strong alignment with our vision, mission and values
  - o Open-minded strategic thinker, able to take strategic view across the full range of issues affecting Sound and Music
- **Communication**
  - o Strong interpersonal skills, including emotional intelligence, empathy, listening skills
  - o Excellent judgement, analytical and comprehension skills
  - o Attentive to detail while handling a varied and demanding workload

## Desirable

Other desirable but not essential areas include:

- Previous Trustee experience
- Good understanding of charity governance issues
- Strong personal and professional networks and the willingness to bring them to bear for the benefit of the organisation

**We strongly encourage you to apply if you are from an under-represented background in the sector, including but not limited to identifying as gender minority, gender diverse, d/Deaf/disabled, neurodivergent, Global Ethnic Majority, working class parents and/or carers. We are committed to expanding the diversity of Board members as part of our [Equity, Diversity and Inclusion policy](#) and action plan, we want to ensure our Board is reflective of the people we work with and are best placed to support the diverse artists on our programmes.**

Right images

Top

Chisara Agor  
presents *Nocturnal*  
Sun © DŽIUGINTA  
MAŽULYTĖ

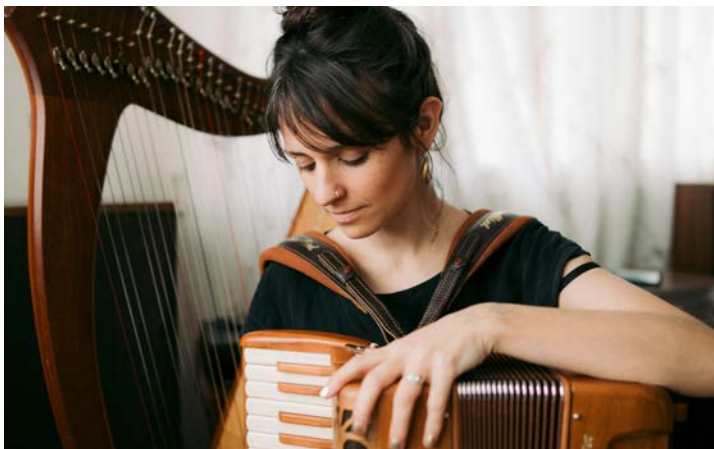
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Tamsin Elliot  
© Rafik Fouad

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Marcus Joseph  
© Ginny Koppenhol





**Curious**

**We actively explore, listen, learn and collaborate – always open-minded**

**Sound and Music**

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# About the role

The Charity Commission defines charity trustees as “the people who share ultimate responsibility for governing a charity and directing how it is managed and run”.

The Charity Commission also outline the key legal duties of charity trustees – you can read about this via their publication [The Essential Trustee: what you need to know, what you need to do](#).

In practice, being a Sound and Music Trustee means that you will be involved in:

- **Strategic leadership**
  - o Time spent in preparation and planning regarding governance and strategy
  - o Ensuring that the organisation is clear about its purpose and mission
- **Board development**
  - o Attending quarterly Board meetings
  - o Participating in subcommittees and working groups enabling collective decision-making
  - o Appointment of new trustees
- **Collaboration**
  - o Agreeing and reviewing plans for the future
  - o Annual budgets
  - o Discussing matters relating to the charity, for example relating to changes in the external environment, or brainstorming ideas for the future
  - o Supporting and offering reflection to Senior Management Team
- **Communications**
  - o Agreeing and reviewing plans for the future
  - o Annual budgets

A strong and strategic business plan is in place until 2028 and a key task for Board members will be to oversee its delivery and lead the organisation in its preparations for the next National Portfolio Organisation (NPO) application round (expected in 2026).

Trustees will support the development of an organisation that is agile and responsive, spotting business opportunities and creating environments where new ideas and new approaches can flourish, as well as giving new music the voice, support and recognition nationally and internationally that it deserves.

Right images

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Gwen Siôn  
© Gwen Siôn

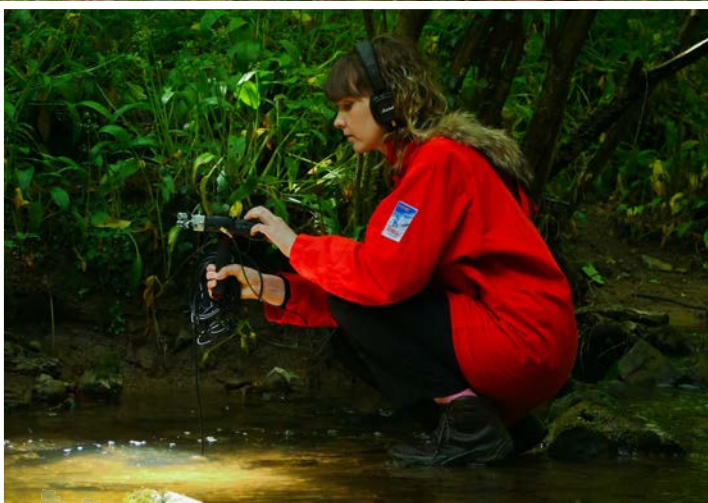
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Alice Boyd at  
The Eden  
Project  
© James Stier

Bottom right

Grace Stubbings  
© Megan Sidney





## Agile

We innovate, respond creatively to ever-changing contexts and prioritise momentum over perfection

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# Time commitment

We normally have four Board meetings a year, a small number of standing subcommittees and working groups and meets for an Awayday annually. In between meetings, Trustees engage on an ad hoc basis with the Chair, Chief Executive and other members of the Senior Management Team. This is a commitment of approximately 0.25 working days per month (up to three days per year).

Being a Trustee is a voluntary position, but we can cover necessary travel expenses and costs associated with any access needs you may have. These need to be agreed in advance.

The Trustee term is for an initial, minimum three years; ideally to be renewed for a second or third term to a total of nine years. A full induction is provided and training is available.

## How to apply

We are hosting a drop-in session called **Infrequently Asked Questions** on Thursday 9 October, open to anyone interested in being a Trustee. You can [sign up here](#).

If you cannot join the session above and would like to have an informal chat about the role, then you are welcome to contact our Chief Executive, Dr Will Dutta ([Will.Dutta@SoundAndMusic.org](mailto:Will.Dutta@SoundAndMusic.org)), to arrange a short phone or Teams conversation.

If you think that being a Trustee of Sound and Music is for you, please prepare a CV and covering letter (no more than one side of A4) outlining why you would like to become a Trustee and what you feel you can contribute to the work of Sound and Music, bearing in mind what the organisation is looking for (section 2 above). What achievements are you particularly proud of? What do you hope to get out of being a Trustee?

Alternatively, you may send a three-minute video as your application.

We can offer access support at any points in the process. If you have access needs, just let us know.

Please submit your video or written application on **Airtable** before 23:59 on Sunday, 19 October 2025.

[Apply here](#)





## Ambitious

We foster originality, lead on equity and inclusion and drive progressive change across the industry

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# Further information

## What happens next?

If you are shortlisted, you will be interviewed by the Chair and the Chief Executive, alongside a second representative from the Board of Trustees. This is to allow you as well as them to explore more your reasons for applying, what experience and perspectives you will be bringing, and how you might align with the work, culture and values of Sound and Music.

If your application is taken forward, and subject to reference checks, you will then be invited to observe a Board meeting. This is done with every Trustee about to join the Board. It is a chance for you to see a Board meeting, to see how the Board operates, and to decide whether this is the right thing for you. As an observer you can join in the discussion, but you aren't able to vote. Then at the following Board meeting you will be formally elected to join the Board.

## How are new Trustees inducted?

You will have access to an online induction pack, which includes a Trustee Handbook, contact details and the organisation's governing documents (its Memorandum and Articles of Association), together with access to past Board meeting papers. You will also be asked to provide some information which is needed for Companies House and the Charity Commission, and to complete a Conflicts of Interest register.

You will have time with both the Chair and Chief Executive, to discuss the organisation and its current situation, and answer any initial questions you may have. You will have a "Cultural Interpreter" from the Trustee team who will be on hand to answer any questions. During the first year, you will have 1:1 meetings with other members of the Senior Management Team. All Trustees are invited to consider what training they would find useful and we have a budget to support this.

A full list of Board members may be found [here](#).

| What happens next                                  | By when                         |
|--|---------------------------------|
| Infrequently Asked Questions session (Online)      | 12:00 – 12:30, 9 October 2025   |
| Deadline for applications                          | 23:59, 19 October               |
| Interviews with Chair, Chief Executive and Trustee | 6 November                      |
| Board meeting (on Zoom; you will be an observer)   | 15:30 – 18:00, 19 November      |
| Board meeting (you will be elected)                | 15:30 – 18:00, 18 February 2026 |
| Awayday with the Board and team                    | Date to be confirmed            |

Right images

Top. Fauzia Habib  
© Fauzia Habib

Bottom left.  
Ben Middle  
© Ben Middle

Bottom right.  
Thomas Harris  
© Thomas Harris

Back image

Sherry Davis  
© Asiko





**Back cultures of new music  
Advance creativity  
Remove barriers**

**Sound and Music**

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# Sound and Music

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[soundandmusic.org](http://soundandmusic.org)



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