



# ENO Trustee Candidate Pack





Thank you for your interest in becoming a Trustee of English National Opera. The role of Trustee is essential to ensuring that we fulfil our duties to our beneficiaries and deliver on our vision, mission and values.

This is a period of significant change and transition for ENO as we establish a new home in Greater Manchester, aiming to be firmly rooted there by 2029, while still retaining a presence in London.

For this reason, we are prioritising recruitment of some new Trustees based in and with deep connections to the Manchester City region to help us navigate this exciting next stage in our history.

Working across both London and Greater Manchester we create opera at a range of scales and for a variety of contexts and audiences. We collaborate with a diverse mix of venues, spaces, and organisations - exploring creative opportunities and building relationships with new communities and future audiences. This work is central to our ambition to develop a new model for how opera is created, shared, and experienced today.

As a registered charity, ENO is committed to ensuring that opera is available to everyone, without limits. We champion new talent, new ideas, and new audiences because we believe opera should be accessible to all—regardless of background, experience, financial means, or location.

Trustees serve as ambassadors for this work and are essential in monitoring the organisation's overall governance, financial stability, and strategic direction during this.

If you think you would enjoy helping us to make our vision a reality and would like an informal discussion prior to deciding to make an application please do not hesitate to contact me on [ljeffreys@eno.org](mailto:ljeffreys@eno.org)

Once again, many thanks for your interest in ENO.

**Louise Jeffreys, Interim Chair**



# Our Story ENO



English National Opera traces its roots back to 1931 when Lilian Baylis established the Sadler's Wells Opera Company at the newly reopened Sadler's Wells Theatre. Baylis had been presenting opera concerts and theatre in London since 1898 and was passionate about providing audiences with the best theatre and opera, sung in English and at affordable prices - a belief that remains at the heart of ENO today.

During the Second World War the Sadler's Wells Theatre was closed and the Company embarked on a regional tour, returning to its home in June 1945 for the premiere of Benjamin Britten's *Peter Grimes*, which proved to be the most important British opera since Purcell's time. Since then, international and UK premieres of challenging contemporary work of all kinds continue to be a core aspect of ENO's mission.

In 1968, Sadler's Wells Opera relocated from Sadler's Wells Theatre to the London Coliseum, a theatre designed by Frank Matcham in 1904 for the theatre impresario Oswald Stoll. Six years after the move to the London Coliseum, the Company was renamed English National Opera.

In more recent history, we have over a number of decades championed the works of Glass, Janáček, Britten, Handel and Gilbert & Sullivan whilst also focusing on daring productions of other core repertoire. We have worked with a huge array of leading artists from a cross-section of artistic disciplines from the worlds of opera, film, dance, theatre, visual arts, popular music and more.

ENO has been synonymous with supporting young artists and launching the international careers of many of the world's leading singers, directors, conductors and creatives.

The Company became a forerunner for establishing the international co-producing model, enjoying a particularly close relationship with the Metropolitan Opera in New York, as well as partnerships with San Francisco, LA, Toronto, Dutch National Opera, Teatro Real, Oslo, Basel, Rome and many more.

Together with our award-winning Chorus and Orchestra, world-class technical and production teams and exceptional staff from across the Company, we share an ambition to produce and present an outstanding body of work that continues to celebrate opera as a living, ever-evolving art form.

Since 2023, ENO has been in a period of significant change and transformation as we establish a new main base in the Greater Manchester region by 2029, creating work with and for people and communities across the city region, alongside continuing to present a significant annual opera season in London.



ENO

Vision, Mission, Values

## Our Vision

**Opera Without Limits**

## Our Mission

**Creating extraordinary encounters with opera,  
on stage and beyond**

## Our Values

**Creativity  
Excellence  
Togetherness  
Trust**





# Our Work ON

Working across both London and Greater Manchester to create work at a range of scales – and for multiple contexts and audiences – we will continue to expand and diversify the possibilities for opera in contemporary society, creating a new model for how we create, present and experience opera today.

## London

Our annual mainstage season is eclectic and diverse – focusing on daring re-imaginings of core repertoire and championing underrepresented, contemporary works. We are committed to breathing new life into the existing canon, whilst celebrating new and unheard voices and stories through the power of opera.

## Greater Manchester

In November last year, we launched our first wave of partnerships and programmes across Greater Manchester. Co-production and partnership will define our presence here, working with a diverse range of venues, spaces and partners as we continue to discover the region, explore creative opportunities, and get to know our future audiences.

## Engagement

Whilst sustaining our work in London, our ENO Engage and Talent Development programmes are expanding across the Greater Manchester area, creating new opportunities for communities and participants to discover and develop their skills, wellbeing and creativity through opera.

## National and International

We continue to engage audiences nationally - through television broadcast, online digital content, and our nationwide learning and participation programmes - and internationally, through our global network of partners for international hires and co-productions.

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# Our Audiences

At ENO, our audiences are at the heart of our work. Our founding mission, to deliver opera that is accessible to all, is still core to our audience engagement activities – last season over 116,000 people attended an ENO opera performance.

## Growing Younger Audiences

We offer free tickets for under 21-year-olds and discounted tickets for under 35s. Last season 13% of our audience were young people who accessed tickets via our incentive schemes.

*"As a young person, the price of the tickets on the Under 35 scheme is fantastic. Great value for a great quality show. I could not afford to go to the opera otherwise."*

- Under 35s Scheme Member

## Attracting First Timers

**59% of our audience were visiting ENO for the first time last season.**

*"I was mesmerised. I also loved the modern staging. I have to confess that I didn't realise the opera would be sung in English - I was expecting German and for me it made the experience even better. So much more accessible for non-opera buffs."*

- First Time Visitor

## Fostering A Loyal Following

*"Apart from the world class performances, the Coliseum and ENO as a whole is a wonderfully welcoming, inclusive and relaxed place to be. No snobbery, it's like a home from home."*

- A regular ENO attendee

## Broadening Access

**Over 4,000 people attended our Relaxed Performances last season, specifically designed for people with additional needs and access requirements.**

*"There's no equivalent alternative for opera of this standard in the price range or in an accessible format."*

- Relaxed Performance Audience Member





ENO's award-winning learning and participation programme, ENO Engage, takes opera out into the community, working with health trusts, schools, community organisations and partners across the country. Last year, 100,000 people experienced our Engage programmes, either in person or online.

Our three strands, Access & Participation, Learning & Skills and Creative Health create work that is at the beating heart of the organisation. Current flagship projects include:

#### Access & Participation

Our **Community Membership** scheme focuses on enhancing wellbeing and combating social isolation, including programmes co-created with and for refugees and asylum seekers who are newly arrived in the country.

#### Creative Health

Our award-winning breathing and wellbeing programme, **ENO Breathe**, works in partnership with 90 NHS Trusts across the country, providing vital support to patients in their post-Covid recovery.

#### Learning & Skills

Our nationwide music making programme, **Finish This...**, supports primary, secondary and SEND schools across the country to deliver the music curriculum in new and exciting ways, reaching 15,000 pupils annually.

## Our sector-leading talent development programmes offer a suite of opportunities to emerging and mid-career artists.

### Harewood Artists

Our Harewood Artists programme enables exceptionally talented British and British-trained singers to perform with a major opera company while receiving bespoke specialist coaching, support and guidance for up to three years.

Harewood Artists receive dramatic & movement coaching, performance psychology, language coaching, vocal massage, nutrition advice, Alexander Technique training and breathwork as well as opportunities to learn from distinguished artists and leading figures from the operatic world.

Current and past Harewood Artists either sing or cover roles in nearly all of our productions and are also engaged in opportunities to perform as soloists with ENO at venues across London and further afield.

### ENO Mackerras Fellowship

The ENO Mackerras Fellowship provides a unique opportunity for an exceptional emerging conductor to develop their skills through a structured two-year programme, with mentoring from members of the ENO Music Team and visiting conductors.

Throughout the programme, our Fellow works closely with our Music Team, acts as assistant conductor and off-stage conductor for selected ENO productions, as well as assisting and supporting our other talent training programmes, including ENO Harewood Artists.

### ENO Evolve

ENO Evolve gives students from the Royal College of Music the opportunity to shadow the ENO Orchestra - from orchestra rehearsals, through Sitzproben to onstage rehearsals. Students are assigned a personal Player mentor, and wherever possible play in some of the stage and orchestra rehearsals.

They are also offered individual lessons and an audition masterclass.

Numerous alumni from the scheme are now regular extra members of the orchestra.





## ENO Trustee

### Summary

As a charitable Trustee of ENO (a company limited by guarantee), you will be a member of its governing Board of Directors, contributing to ENO's collective leadership, helping guide its strategic direction, ensuring financial sustainability, and upholding the highest standards of governance and integrity. Trustees are responsible for supporting ENO in fulfilling its charitable duty to its beneficiaries and delivering on its vision, mission, and values. This is a shared responsibility, and all Trustees are expected to understand their individual and collective duties, ensuring a balanced and collaborative approach to the charity's governance.

### Reports to

Chair, Board of Trustees

### Remuneration

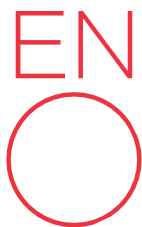
This is a voluntary role. There is a Board Expenses Policy which details the conditions for claiming reasonable expenses

### Term

4 years, up to 2 terms

### Time Commitment

- Approximately 6 Board meetings and 1 Away Day per year
- Sub-committee meetings as required
- Attendance at first nights and events



## Key Accountabilities

- To ensure the ENO complies with and pursues its objectives as defined by its Articles of Association.
- To ensure ENO applies its resources exclusively in pursuance of its objectives
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to ENO, setting overall policy, defining goals and evaluating performance against agreed targets.
- To safeguard the good name and values of ENO.
- To ensure the effective and efficient administration of ENO.
- To ensure the financial stability of ENO.
- To protect and manage the property of ENO and to ensure the proper investment of ENO's funds.
- To appoint the Chief Executive and monitor his or her performance.
- To ensure that ENO has a clear vision, mission and strategic direction and is focused on achieving these.
- To be responsible for the performance of ENO and for its "corporate" behaviour; ensuring that it complies with all legal and regulatory requirements.
- To act as a guardian of ENO's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- To ensure that the ENO's governance is of the highest possible standard.
- To review Board materials thoroughly, contribute to focused and constructive discussions, and offer informed advice on key matters and new initiatives, particularly in areas aligned with your expertise.
- To be active and engaged in our work, including fundraising, networking and a willingness to join a Board sub-committee or Executive committee/advisory group
- To keep informed about the activities of ENO and the wider issues which affect its work
- To work with fellow Trustees in a collaborative way, using feedback to enhance Board effectiveness and performance and agreeing individual objectives with the Chair to shape personal contribution
- Ensure that the voices of the communities we serve, are listened to.
- To perform all such additional duties as are reasonably commensurate with the role.



## Person Specification

### Required:

- Strongly connected to and networked in the Greater Manchester region
- Commitment to ENO's mission and an in-depth understanding of its work and ambitions, and the communities it serves
- Understanding and commitment to equality, diversity and inclusion with the ability to bring diverse perspectives to the Board
- Willingness to devote the necessary time and effort and be available to the executive for advice and enquiries on an ad hoc basis

### Desirable:

- An understanding and acceptance of the legal duties, responsibilities and liabilities of charity trusteeship
- Strategic vision and experience of effecting organisational change
- Good communication skills and an ability to work effectively as a member of a team
- A proven track record of sound judgement and effective decision making

## Role Specification

The most effective Boards are those that benefit from a wide range of experiences, skills, and viewpoints. We aim to build a Board that reflects this diversity, with a broad mix of knowledge and expertise.

We are currently seeking Trustees with a strong connection to the Greater Manchester region, who bring experience and skills in some of the following areas:

- Audiences: communication, marketing, digital & social media, insight
- Fundraising and philanthropy
- Artistic: programming, talent development, education & learning, music (particularly opera), performance, producing





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How to apply

## To Apply

Please send the following to [workwithus@eno.org](mailto:workwithus@eno.org):

- CV (2 page maximum)
- Covering letter (500 words maximum) or video (2 minutes maximum) detailing your interest and suitability for the role

Please also submit our anonymous [Equality and Diversity Monitoring Form](#).

**Application Deadline**  
Monday 28 July 2025

**Interviews**  
TBC

### EQUITY, DIVERSITY AND INCLUSION

English National Opera is an Equal Opportunities employer, and we strive to create an inclusive working environment that reflects the diverse communities we serve. As we work to address underrepresentation in our workforce and governance, English National Opera particularly encourages potential candidates from underrepresented groups and communities to apply, including those from global majority backgrounds and/or with protected characteristics, including race, disability, sexual orientation, gender reassignment and religion and belief. We will provide appropriate support for candidates with access requirements if they identify as disabled. This includes during the application process and through candidate assessment stages.





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English National Opera is a charitable company limited by guarantee incorporated in England and Wales (Company number 00426792). Charity Registered Number 257210



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