

**EDINBURGH
INTERNATIONAL
FESTIVAL**



**CANDIDATE
BRIEFING
PACK**

Trustee of the Board



EDINBURGH INTERNATIONAL FESTIVAL

Dear Applicant,

Thank you for your interest in becoming a member of the Board of Trustees of the Edinburgh International Festival. I have been honoured to serve on the Board of Trustees as Deputy Chairman from 2014 and as Chairman since 2017. During this time, a major governance restructure has taken place resulting in a significant reduction in the size of the Board and with appointments of new Trustees based on the skills and experience required to support the current and future needs of the International Festival.

We are excited to now be looking to recruit new Trustees to continue bolstering the skills and credibility of our organisation as we look to the future and the unique challenges it holds for our Festival, in light of recent events.

As well as being stewards to our organisation, Trustees are ambassadors for the Festival. They are committed to identifying and encouraging others who could support the Festival's work. And above all else, they are champions of the significant role our organisation plays in showcasing Scotland's contribution to the arts through our leading artistic programme.

Serving as a Trustee of the International Festival is a rich and rewarding experience and I am greatly looking forward to welcoming new members to the Board.

We look forward to hearing from you.

Yours sincerely,



Prof Niall Lothian OBE
Chairman



The Edinburgh International Festival

The Edinburgh International Festival is the world's leading multi-genre arts festival and is a unique, innovative and exciting organisation of which to be part.

The Festival presents an internationally recognised programme of work from the world's leading artists from the fields of opera, theatre, dance, and music showcasing artistic excellence, internationalism, and innovative programming. In addition to the annual programme, it also delivers a year-round programme of activity to engage with the communities the organisation serves.

While the International Festival strives to be resolutely international in its outlook it remains grounded in the city of Edinburgh and is committed to delivering extensive cultural, economic and social benefits to Edinburgh, Scotland and the UK.

The Edinburgh International Festival was established in 1947 in the aftermath of the Second World War to “provide a platform for the flowering of the human spirit”. The founding vision was to reunite people through great art and to overcome the post-war darkness, division and austerity. Over subsequent decades, its vision has ignited an astonishing breadth of thrilling cultural experiences across the arts and the International Festival continues to present some of the most exciting and creative artists working today.

This founding vision feels particularly relevant this year when the Festival, along with so many other organisations, is navigating its way through uncharted territory in order to respond to the Covid-19 pandemic. For the first time in over 70 years, the planned artistic programme for 2020 did not go ahead presenting fresh realisation of the need for expanding the scope of delivery for future events.

The Festival has a strong foundation and is very grateful for the continued support from its key stakeholders, the City of Edinburgh Council and Creative Scotland, which is essential in maintaining the Festival's worldwide reputation for programming excellence and ensuring that it has a solid base from which to raise income from other sources.

The current organisational business plan covers four key areas.

International

- To provide a meeting point for artists, citizens, visitors, policy makers, supporting Scotland and the UK's place in the world
- To be a global benchmark for quality in performance and cultural programming.

Programming

- To contribute to the mutual understanding and respect between nations to consider the role past, present and future of Scotland and the United Kingdom in the world
- To encourage the development of the performing arts for the benefit of our city, our country and our world, recognising and supporting excellence on an international scale

People

- To create a festival that all people in Edinburgh and beyond can feel part and proud of
- To support Scottish artists and producers to progress in their respective industries

Organisation

- To be a world-class organisation
- To ensure we are financially and operationally resilient

Although the Business Plan was created pre-pandemic, the Festival's priorities remain unchanged but it recognises the need to explore different ways of delivering them. The Festival will also be continuing to focus on its work in the areas of Diversity and Inclusion and Environmental Sustainability with an aim to be industry leaders in both of these areas.

The International Festival will continue to exist to promote cultural exchange and collaboration between people of different cultures and backgrounds through a global celebration of exceptional performing arts.

The Role

For the first time in over 70 years, the planned artistic programme for 2020 did not go ahead. The organisation still managed the delivery of a series of digital projects as well as outdoor experiences during August and is facing the next 12 months in a stable position. The support and guidance of the Board of Trustees proved invaluable over this difficult period and the Executive Team will continue to work closely with the Board as they begin to look at modelling future festivals.

The new members of the Board of Trustees will play a pivotal role in the future success of the Festival's programme and achieving this objective.

Key Responsibilities:

- Support the current and future strategic aims of the International Festival.
- Oversee the appointment of each Festival Director and Executive Director.
- Oversee the planning and execution of the programme of each year's Festival.
- Oversee the management of the financial and administrative affairs of the International Festival including its trading subsidiary which is governed by its own Board of Directors.
- Work closely with the Executive Director to ensuring that the Board conducts its affairs in accordance with the principles of good corporate governance.

Particulars:

- The schedule of meetings includes four formal Board meetings, one half day annual Strategy Meeting and an informal meeting at the start of the Festival.
- Meetings are normally held in person, in Edinburgh, but currently are held by video conference.
- Appointments to the board are voluntary and unremunerated but reasonable travel expenses may be reimbursed.
- The Board consists of between 9 and 14 members, including 3 members nominated by the City of Edinburgh Council. All appointments, other than the Chair, are for three years, renewable for a further three years after which the member must retire by rotation.
- The Board of Trustees delegates certain responsibilities to sub-committees. Trustees would be expected to serve on one of these committees during their period of service.

Desired Areas of Expertise:

We welcome applications from people who are able to bring experience and expertise in a range of areas that are relevant to the International Festival but are particularly interested in hearing from candidates with skills in the following areas:

- Professional Performance and Artistry
- Digital, Technology and Data Management
- Content and Brand Marketing
- Financial Expertise
- Public Health and Wellbeing
- Business Transformation

Next Steps:

To apply, please visit eif.co.uk/jobs.

The International Festival is working with specialist recruitment consultants Ruebik on these appointments. Please note that your details will be passed to Ruebik who may be in touch to discuss your application.



The Board of Trustees



Chairman – Professor Niall Lothian OBE
Business School Professor

Professor Niall Lothian is a past President of the Institute of Chartered Accountants of Scotland. For most of his career he has held appointments at Heriot-Watt University Edinburgh, INSEAD Fontainebleau, ESMT Berlin and Duke Corporate Education North Carolina. He is a former governor of the Royal Conservatoire of Scotland and was chairman of Inspiring Scotland, a venture philanthropy trust from 2008 to 2018. Niall and his wife have been keen supporters of the Festival for over 40 years.



Trustee – Leonie Bell
Renfrewshire Council

In Autumn 2020, Leonie will begin her new role as Director of V&A Museum of Design, Dundee. Leonie is currently leading Paisley's ambitious and sector leading cultural regeneration plans that stem from their bold UK City of Culture Bid. bringing together local, Scottish and UK partners to harness the power of culture to impact on education, health, poverty and wellbeing across Renfrewshire - and to help make those benefits available to all.

Leonie was previously seconded into the Scottish Government to develop A Culture Strategy for Scotland, a strategy that is both culturally and socially ambitious. Before this Leonie was Director of Arts at Creative Scotland where she had responsibility for creative learning dance, literature, music, theatre and visual arts. Prior to this, she led the development of the Scotland wide cultural programme for the London 2012 Olympic and Paralympic Games, and paved the way for its Glasgow 2014 Commonwealth Games equivalent. Before joining Creative Scotland, Leonie was programme director at The Lighthouse: Scotland's Centre for Architecture and the City for 8 years.



Trustee – Chris Condron
BBC

Chris is responsible for the product and service development for six of the BBC's eight primary digital services including: BBC News; BBC Sport; all the BBC's children's and education services; BBC Arts and BBC Ideas. These services engage tens of millions of UK users every week, and at least as many more around the world. Previously Chris led the strategy and development of the BBC's online live events capabilities, which began with news and sport, but has since delivered a huge range of arts and cultural events, from multi-streaming music festivals, to working with Manchester International Festival and the Welsh National Opera.



Trustee – Marion Davis
BTO Solicitors LLP

Marion worked as an advisor for a Citizens Advice Bureau before qualifying as a solicitor. She is a Senior Associate with BTO Solicitors and is accredited by the Law Society of Scotland as a specialist in charity law, having worked in private practice advising a wide range of charities for over 17 years. Her job with BTO has included a six month secondment working part-time with OSCR, giving her insight into the charity regulator's perspective. Marion is also a charity trustee and the former chair of Project Ability a visual arts charity that supports people with learning disabilities and mental ill-health to achieve their artistic potential, Like EIF, Project Ability currently receives RFO funding from Creative Scotland, so Marion is familiar with that particular funding regime.



Trustee – Ann Henderson
Scottish Parliament/University of Edinburgh

Ann Henderson has a background in the trade union movement and women's movement, and currently lives in Edinburgh. She works part time in the Scottish Parliament with a Labour MSP, with a remit primarily on poverty and inequality. Ann is Rector at the University of Edinburgh 2018-2021. In 2017, Ann participated in a Global Cultural Fellows programme during the Edinburgh International Festival, at the Institute for International Cultural Relations at University of Edinburgh. Ann is a trade union member, and a member of the Labour Party's National and Scottish Executive Committees. Ann has previously worked in parliament 1999-2007, community development, and in the rail industry based in Glasgow, including as a train guard and driver. Interests include women's labour movement history; trade union education, arts, culture and advocacy; public transport; community activities which include Chair of James Gillespie's High School Trust (Edinburgh), and lawn bowling.



Trustee – Cllr Amy McNeese-Mechan
City of Edinburgh Council

Dr Amy McNeese-Mechan lived and worked in East Asia for almost a decade before coming to Scotland to undertake a master's degree in social anthropology at the University of Edinburgh followed by a PhD. She first joined the City Council as part of the Child Protection Team and whilst in this role she was elected as International Relations Officer for public sector trade union Unison, focussing on domestic issues like promoting the living wage, to international issues like support for human rights and working conditions across the globe. Activism and an interest in people led her to stand in local government elections in 2017 and she was elected to a five-year term as a City of Edinburgh councillor. In 2018 she became Vice Convenor of the Northeast Locality and then Vice Convenor of the Culture & Communities Committee. This role encompasses all the City's festivals as well as community and faith-based events, sporting events, community safety and security, community engagement and community justice.



Trustee – Caroline Roxburgh
Portfolio Non-Executive

Caroline Roxburgh was an Assurance Partner with PwC until December 2016 and has over 30 years' business experience. She has advised businesses at all stages of development on finance, strategy and operational matters and brings significant experience in governance, risk and internal control. Her experience includes businesses in many industries and sectors including charities and organisations in the creative industries and she holds a number of Non-executive board positions. Appointed to the Board of Trustees in 2016, Caroline has served on the International Festival's Audit and Risk Committee since 2014, and is currently Chair of that committee. She is a Board member of VisitScotland where she is also Chair of the Audit and Risk Committee and she is a Governor and Director of the Royal Conservatoire of Scotland. Until recently, Caroline was a Non-executive director of Scottish Ballet, Scotland's National Dance Company.



Trustee – Keith Skeoch
Standard Life Aberdeen plc

Keith Skeoch recently stepped down from Chief Executive of Standard Life Aberdeen plc. He was appointed Chief Executive of Standard Life plc in 2015, having been Chief Executive of Standard Life Investments since 2004. He became a Director of Standard Life Investments upon joining as Chief Investment Officer in 1999 and joined the Board of Standard Life plc in 2006.

Prior to joining Standard Life Investments, from 1980 to 1999, Keith was with James Capel (HSBC Securities from 1996) where latterly he was Managing Director of International Equities. Keith started his career in 1979 at the Government Economic Service.

Keith has held a number of key industry appointments and is currently a board member of the Financial Reporting Council and the Investment Association. He has been awarded honorary doctorates from the University of Sussex and Teesside University in recognition of his contribution to the financial services industry, most notably in establishing best practice in stewardship and governance in the wake of the global financial crisis.



Trustee – Yasmin Sulaiman
CodeBase

Yasmin Sulaiman is an award-winning journalist, editor and creative director. In August 2019, she joined CodeBase as Creative Bridge Programme Lead, an accelerator programme designed for creatives to learn start-up best practice and learn from other entrepreneurs' experiences. Before this, she was the Executive Director at Creative Edinburgh, the city's largest network of creative industries professionals. Prior to that, Yasmin was Editor-in-Chief at The List, Scotland's leading arts and culture publication. As a journalist, she has been writing about the Edinburgh Festivals for over 15 years, has worked on arts coverage for the Guardian, and is a regular guest on BBC Radio Scotland. Yasmin is also a co-Director for Creative Informatics, a pioneering R&D project led by the University of Edinburgh.



Trustee – Cllr Iain Whyte
City of Edinburgh Council

Iain Whyte is a Member of the City of Edinburgh Council representing Inverleith ward and is the Conservative Group Leader on the Council. He recently completed his term of office as a member of Scottish Police Authority and served as the last Convener of its predecessor locally, the Lothian and Borders Police Board.

Iain currently serves as a Trustee of the English Speaking Union, Scotland and as a Board Member of EDI Ltd. He is also the Chair and a founder member of the Edinburgh March Riding Association which reinstated the Riding of the Marches tradition to the City in 2009 and continues to organise this annual event on a voluntary basis.



Trustee – Cllr Donald Wilson
City of Edinburgh Council

Donald Wilson has been a councillor representing the Sighthill/Gorgie ward since 1999, holding various positions in previous Labour administrations, including vice-convenor of the economic development committee and executive member for modernising government. He was Lord Provost of the City of Edinburgh from May 2012 until May 2017. He has chaired the Edinburgh International Festival, Edinburgh International Science Festival, Edinburgh and Lothians Tourist Board and the Edinburgh Convention Bureau.

He is currently Convener of the Culture and Communities Committee and Festivals and Events Champion (this post is jointly held with Cllr Amy McNeese-Mechan).

The Senior Management Team



Fergus Linehan

Festival Director & Chief Executive

Fergus Linehan was appointed Festival Director of the Edinburgh International Festival in October 2014. His first season took place in August 2015.

Fergus began his career in the theatre in Dublin, producing work for independent companies and going on to direct the Dublin Theatre Festival. During that time he commissioned work by writers including Seamus Heaney, Brian Friel and Roddy Doyle. From 2004 to 2009, Fergus was Chief Executive and Artistic Director of the Sydney Festival where he presented performances by artists such as Robert Lepage, Christopher Wheeldon and Björk to name but a few. From 2010 to 2012, Fergus was Head of Music at Sydney Opera House and, from 2012 – 2014 was Festival Director of Vivid LIVE, an annual event, celebrating popular music and digital art.

Fergus' five seasons at the Edinburgh International Festival have achieved popular and critical acclaim featuring new commissions by directors Robert Lepage, Simon McBurney and Ivo van Hove, choreographers Wayne McGregor, Crystal Pite and Akram Khan, performances by Cecilia Bartoli, Mitsuko Uchida and Daniil Trifonov and work by Scottish companies including Scottish Opera, National Theatre of Scotland and the Citizen's Theatre.



Francesca Hegyi

Executive Director

Francesca joined the International Festival as Executive Director in February 2019. She has worked in culture and the arts for more than 20 years and most recently she was Executive Director of Hull 2017 UK City of Culture. During her time in Hull, she secured major funding and partnerships to deliver 2,800 events across 365 days, reaching over 95% of all Hull residents, creating over 800 jobs and adding more than £300 million to the local economy.

In 2005, she joined the London Organising Committee for the Olympic and Paralympic Games as Senior Adviser. Here she was responsible for developing the delivery framework for the UK-wide cultural programme, leading fundraising and commercial partnerships for the Cultural Olympiad and London 2012 Festival, a £126m programme which engaged with more than 43 million people over the course of 4 years as well as working with more than 40,000 artists.