



**Call for expressions of interest to join the
Gondwana Choirs Board**

Closing date: 19 November 2021



About Gondwana Choirs

Gondwana Choirs is the voice of Australia's youth. Through the artistic leadership of Lyn Williams AM, we create and present innovative new choral work and drive collaborations which redefine how audiences perceive choirs, and what they are capable of.

Our performing ensembles include the Sydney Children's Choir and Young Men's Choir, Gondwana Voices, Gondwana Chorale, the Gondwana Indigenous Children's Choir, and the performing ensemble, Marliya, made up of Indigenous choristers from Far North Queensland who are the performers in the hugely successful stage show 'Spinifex Gum'. These performances are supported by the regular and seasonal training programs, engaging up to 1000 young people nationally each year.

National Choral School gathers young choristers from every state including regional and remote areas to form Australia's national youth choirs. The season culminates in a four day 'Festival of Summer Voices' and has also included a comprehensive series of elective studies, opening up music of other cultures, community engagement and new collaborations. These electives include Acehnese dancing, Balinese Gamelan, Taiko drumming, as well as community focussed programs in hospitals, nursing homes and music therapy engaging with people with physical and intellectual disabilities.

We engage the best Australian choral conductors, pianists, guest artists and composers, and in Gondwana they find a collaborative environment facilitating valuable peer networks and professional development. Since 1989, approximately 48 Australian composers have been commissioned to write over 250 new works for the choirs, a substantial body of work which has made a significant contribution to the artform.

Many emerging and established Australian composers receive commissions through Gondwana Choirs, and many alumni have pursued successful careers as composers because of their positive experience in the choirs. Our alumni perform in orchestras, bands and opera companies worldwide. As composers, conductors, music teachers, pop artists and arts workers, they are the next generation of professionals, audiences and advocates for the arts.

Thanks to its strong reserves, artistic excellence, outstanding leadership and supportive community, Gondwana Choirs has weathered the COVID-19 crisis and looks forward to safely re-building its activities and programs in 2022.

Gondwana Choirs Board

Gondwana Choirs has never been more vibrant or dynamic. The onset of the COVID-19 pandemic spurred significant technological innovation in how we deliver our programs, enabling us to maintain a connected national choral community throughout successive lockdowns and raising our international profile as a leader in choral excellence.

Now, we are seeking to increase our Board's composition and capability to support our strategy and governance as we look to the future of choral excellence in Australia.

A priority role to be filled is that of Treasurer. Gondwana's long-term Treasurer will retire at the end of 2021 and we are seeking a suitably qualified individual to fill this important role. The Treasurer will also chair the Finance, Audit and Risk Subcommittee. A role description for this position can be provided on request.

In the past, Board directors have been drawn from the choir community (parents, alumni, friends and donors) as well as interested people who have not had a direct relationship with the organisation. The Board is a welcoming and inclusive one that has fostered a strong and positive relationship with management and the artistic team, led by Lyn Williams AM. We are seeking individuals who demonstrate appropriate skills and the ability to fit well with the company and its key leaders. We encourage applications from across the country, noting this is an opportunity to extend our engagement with the locations where Gondwana Choirs is particularly active, including Far North Queensland.

Our annual reports and key policies are available at <https://www.gondwana.org.au/annual-reports-policies/>

The full Board Charter, the Board Code of Conduct and the current Board's skills matrix are available on request but are summarised below.

Gondwana Choirs Board Charter

The Board Charter sets out the functions, key responsibilities and main operating mechanisms of the Board in order to clarify board and management accountabilities for the company's strategic direction and performance. Our objectives, strategies and risks are to:

- Set the objectives and overall direction of the company.
- Set and review the tone and standards of the company.
- Review and approve the strategic plan, and any business or artistic plans, for the achievement of the objectives.
- Review and approve the annual budget.
- Establish and review performance indicators, control mechanisms, and related benchmarks that will allow the board to satisfy itself that the company is being managed properly.
- Monitor the performance of the company against its financial and other objectives and benchmarks, and to review the implementation of the approved strategies.
- Satisfy itself that the risks facing the company have been identified, assessed, and that the material risks are being managed appropriately.
- Review and approve the organisation's internal compliance and control systems, including codes of conduct, ensuring that the business is conducted openly and ethically in accordance with such codes.
- Ensure that compliance with all laws, government regulations and accounting standards is adhered to.

Board skills matrix

The Gondwana Choirs Board has identified the following skills and attributes as contributing to its effective governance and strategic oversight.

Professional skills	Other relevant skills and experience	Personal attributes	Diversity and inclusion
Finance	Arts, culture and creative industries sector management	Integrity/ethics	Indigenous
Legal/governance/risk/compliance		Commitment/contributor	Based outside NSW
Policy/strategy		Critical and innovative thinker	Gender
Fundraising	Education sector management	Effective listener and communicator	CALD
Marketing/public relations/media	Practicing artist	Influencer (Government)	Other diversity consideration
Human Resources	Parent of chorister or ex-chorister	Influencer (High net worth individuals)	
NFP management		Influencer (Arts and Cultural sectors)	
Commercial management		Influencer (Corporate)	
Education and training			

How to express interest

The Board calls for expressions of interest from people with relevant experience and expertise to ensure effective oversight and strategic direction of this exciting national youth arts organisation. The Board encourages expressions of interest from people who support the Board's Charter, who broadly meet the skills outlined above and who share Gondwana's values and vision. Board members need not be limited to existing stakeholders of Gondwana Choirs. Up to two new Board members are likely to be appointed at this time with potential for further recruitment at a later date. One of the initial appointments will be the role of Treasurer.

For further information or to discuss your interest in this Board role, contact Board Chair Kate Lidbetter at lidbetterk@symphonyinternational.net or Deputy Chair Tessa Boyd-Caine at boydcaine@gmail.com

Expressions of interest should be addressed to Kate Lidbetter and sent via email to lidbetterk@symphonyinternational.net **no later than Friday 19 November 2021**. Expressions of interest should include:

- A cover letter outlining your interest in this position, your relevant experience, and your attributes in relation to the skills and capabilities we have identified.
- CV (max 4 pages), highlighting any governance or executive experience or qualifications you may have (though these are desirable rather than required for the EOI process).