

A man with dreadlocks is performing on stage. He is wearing a vibrant, patterned red and gold jacket over a black shirt. He is holding a double bass and a bow, and his right arm is raised in a gesture. The stage is lit with warm, circular spotlights. The background is dark with some smoke or haze.

Job Pack General Manager

**THROUGH
THE
NOISE**

Abel Selaocoe and The Bantu Ensemble perform to a sell-out crowd at KOKO for noisenight43



Summary

We are excited to be looking for a General Manager to join our growing **through the noise** team. This is a dynamic and senior role at the heart of all that we do: the successful candidate will work directly with our two directors and be responsible for overseeing the delivery of our events, tours, education projects and collaborations with charities, brands, venues, and record labels.

This will be a highly varied job reflecting the breadth of our work: our central focus is our **noisenights** series, but increasingly we work on projects of all shapes and sizes. These range from collaborations with artists and orchestras to producing album content for major record labels. In whatever we do, we are on a mission to give more people the chance to experience extraordinary live music from around the world. We are looking for someone with a passion for live music who will help us achieve our aims with determination and drive.

The successful applicant will be focussed, detail-oriented, and have experience in project management. We often work on complex live projects so we are looking for someone who revels in producing events powered by precise, thorough planning and quick problem solving. We are looking for someone who shares our positive and flexible can-do attitude; someone who cares about making every event we produce a fantastic experience for both artists and audiences.

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Background

We started in 2021 as a concert listing and digital magazine. We hoped to help more people access the breadth of amazing music on offer around London. We quickly realised that we wanted to get a make more live music happen, and that we wanted to do concerts differently. We hosted our first **noisenight** in August 2021. Ever since, our **noisenights** series has grown beyond our wildest expectations, at every step fuelled by the support of audiences from around the country.

As we gear up to announce a spectacular programme of events around the UK and beyond in 2024 we believe that this is just the start. Our aim is to take great classical and traditional music from around the world into the mainstream without compromising quality. We know that when we work with great musicians and build committed audiences the sky is the limit to what we can do.

What we do

We are a live events producer specialising in classical and traditional music from around the world. Increasingly we collaborate on recording, filming, marketing and other collaborative projects but, of the many things we do, our central focus is our **noisenights** series.

noisenights exist to give everyone the chance to experience great live music. We work with the best musicians while offering affordable ticket prices, and our events are always standing gigs in independent venues. Each **noisenight** is entirely crowdfunded by music-lovers: we plan gigs and offer them to the public for support, then each backer gets a ticket to the event when it reaches its funding target. We love the fact that this means we answer entirely to our grassroots community and it also has a huge positive effect on the atmosphere of our shows.

We are committed to local grassroots venues while also aiming high with the scale of what we can achieve: last month alone we produced a string of **noisenights** in 200 capacity venues followed by a major tour which sold 5000 tickets in just a few days. Our new General Manager will be joining us at an exciting time as we prepare to announce nearly ninety new **noisenights** for spring 2024.





Role Description

Job Title	General Manager
Role purpose	A brand new and central role at through the noise , responsible for the planning, management, and delivery of all the projects we work on
Remuneration	£30,000 per annum pro-rata
Contract type	6 month contract with opportunity to extend
Hours	40 hours a week Evenings and weekends per year during projects as required, offset against core working hours in accordance with TTN TOIL policy We are willing to discuss alternative working arrangements at interview
Location	Hybrid between our team in central London and on tour as needed Flexible/remote working upon discussion When working full time, generally we would expect at least 3 days in-person in London
Reports to	Artistic Director and Managing Director
Key external contacts	Artists and collaborators Freelance contractors Artist agents and managers Venue staff Government bodies (ACE, British Council etc) PR and Marketing agencies Record label teams
Key internal contacts	Managing Director Artistic Director





Role Scope

Strategic Area	Key Responsibilities
Company Management	Overseeing the coordination and effective running of all through the noise processes including team meetings and staffing for tours
Finance	Overseeing project budgets Managing freelancer pay, freelancer contracts Ensuring sound financial processes are implemented and observed
Fundraising	Supporting the Directors with fundraising applications, events, and relationships Preparing budgets for the purposes of funding applications
Projects	Together with the Directors, preparing and finalising contracts for all venues, partners and artists Planning and delivering complex touring projects, including travel and accommodation arrangements for touring artists
International	Leading on project management of international projects, including visa processes and international travel
HR	Leading recruitment of freelance project staff



Person Specification

It is essential that you have...

- At least two years project management experience – ideally in a touring or arts organisation
- Budget management experience
- A passion for live music
- Negotiation skills
- The ability to manage freelance staff
- The ability to work with artists
- The ability to work in the UK

What we value

Impact

- You accomplish amazing amounts of important work
- You minimise complexity, and find time to simplify
- You focus on great results, rather than process

Communication

- When you communicate, you are concise, articulate, compassionate, and jargon free
- You are honest, candid, and direct

Judgement

- You think strategically, and can articulate what you are trying to do
- You separate what must be done well now and what can be improved later
- You act in the best interests of TTN

Passion

- You believe intensely in the mission of our work: that great live music matters
- You inspire others with your passion for excellence
- You care about TTN's success

Courage

- You keep us accountable to our mission
- You take smart risks
- You say what you think, even when controversial

Innovation

- You create new ideas that help us achieve our mission
- You pursue best practice, not common practice

Selflessness

- You seek what is best for TTN, rather than what is best for you
- You make time to help colleagues

It would great, though not essential, if you have...

- Experience in a managerial or leadership role
- Knowledge of best practice and sector requirements for contracting and health and safety
- Knowledge of classical repertoire, artists, and venues
- Experience working for a live music promoter
- Full, clean UK driving licence
- Professional marketing/social media experience
- Adobe Indesign, Photoshop, or Premiere Pro skills
- Experience managing and editing websites (squarespace, wix, etc.)

Application Process

How to apply

Applicants who wish to apply should submit the following documents by email to info@throughthenoise.co.uk with the subject ‘*Your Name* General Manager Application’.

- A cover letter (no longer than 1 page)
- A CV (no longer than 2 pages)

All applicants should also complete a monitoring form ([link here](#))

Deadline for applications is 9am on Friday 15th of December 2023. Shortlisted candidates will be informed soon after the deadline and interviews will be held between 9am and 5pm on the 20th December 2023.

Process

Application documents will be assessed by the directors and one external assessor. Following this, shortlisted candidates will be invited to progress to the second stage of the process – a formal interview.

Interviews will be conducted by a small panel in London. If applicants cannot attend in person in London, interviews can also be held over video call. There will be a short written task to complete before the interview which will be explained to all shortlisted candidates.

Following the interview stage, all candidates will be informed of the outcome by email.

Equality and Diversity

We are committed to equality and diversity in all of our work, and we proactively seek to platform and work with musicians from ethnic, religious, gender and sexual groups that are underrepresented in classical music. While we recognise that we have a long way to go to achieve better representation, as we expand our team we are determined to make positive steps to improve.

Wherever possible we work with venues that are Accessible, and we endeavour to make everyone as comfortable and welcome at our events and in our workplace. Any applicant that identifies as disabled and meets the minimum requirements for the job (see ‘it is essential that you have...’ under Person Specification) will be offered an interview if they self-disclose their disability status in their application.

