



Jersey Opera House Interim Director Accountability Framework

Preamble

Jersey Opera House Limited (the 'JOHL') is engaging an Interim Director to programme and deliver an 'offsite' events schedule during the period of closure and to work between the JOHL Board, Government of Jersey (the 'GoJ') and the wider Arts Sector to support the development of a new Opera House operating model for the future.

The purpose of this engagement is to begin to reinvigorate the Opera House brand and provide a performance art offering for Jersey whilst the main performance venue is 'dark'. It is also to provide a better dialogue between all stakeholders during the period of the renovation and the development of an 'options paper' considering future operating models.

1) Principal Accountability- Line Management

As an employee of JOHL, albeit for a fixed term of employment, the principal accountability for this role lies with the JOHL Board.

The secondary line of accountability for the Interim Director is with the GoJ Department for the Economy (the 'Department') In line with existing government policies, management for this role is delegated to Dan Houseago, Group Director Economy and secondarily delegated to Paul Milbank, Sector Lead for Arts Culture and Heritage.

A third line of accountability is with the Arts Consultative Panel, an advisory group Chaired by the Minister with Responsibility for Arts, Culture and Heritage.

The Interim Director will have regular performance management meetings with both the JOHL Board and the Department, which will be documented and will deliver a regular written report, (monthly) including a timesheet, for the purpose of good management of public funds.

2) Consultation Body- Arts Consultative Panel

This project calls for a high level of innovation and co-ordination with other participants in the arts ecosystem in the Island. Jersey does not need the Opera House to replicate, with the backing of public funds, what other bodies are doing perfectly well from their commercial and charitable resources. Rather, the Opera House, as a 'national institution' can both do work which no other body could host and also create opportunities for the whole system that would not be achievable without the leadership of a strong keystone player.

To support the Interim Director in this aspect of the work, an Arts Consultative Panel (the 'ACP') will be convened, consisting of people, representing a diverse array of arts organisation.

[Membership to be confirmed following the agreement of the documents with the JOHL Board]

The ACP will meet regularly and formally during the course of the project (Q1 2023 until the reopening) and may communicate with the Interim Director at other times as needed. Sessions of ACP will be facilitated, and an ongoing record kept.

Prior to appointing the Interim Director, a consultation group was convened (some members of which will become members of the ACP) to develop a situation report. This document will be used by the ACP as a guidebook for interactions with and accountability of the Interim Director and will provide a guiding set of principles and conclusions for the period of the interim project.

3) Coordination Requirement- JOHL Board

The JOHL Board is the current operator of the theatre. Board directors have an interest in the progress and outcomes of this project, even though one of the outcomes may be for an alternate body to ultimately be the recipient of ongoing public funds and the commissioner of artistic and commercial operations at the site.

The Interim Director will be encouraged to meet monthly with the present JOHL Board or its Chair and keep them apprised of the high-level progress and outcomes. These meetings may be noted by the JOHL Board within their usual governance processes.

4) Mentoring

An Interim Director role such as this has to generate a high degree of momentum within a short period of time, leveraging local and international contacts, ingenuity, and a combination of artistic and commercial excellence.

To assist the Interim Director in this process a series of private mentoring meetings will be made available.

These are to be conducted by

[to be decided]

Timing and frequency to be agreed by the participants.

The Interim Director will keep a record of any actions and outcomes that arise from these sessions that are for both the ultimate success of the project and for their own resilience and development in managing the project from within GoJ.

5) Scope of Project- rebuilding Renovation project

This project is about the new provision of artistic and commercial operations from the Opera House site, commencing from a re-launch at the culmination of the present publicly funded building works. The project management of the renovations is not a deliverable of this project (which is managed by GoJ). It will be important for the Interim Director to be kept apprised of the objectives and progress of the capital renovations, but the post holder is not required to participate in the project governance of those works.