



CHAIR

RECRUITMENT PACK

JERSEY OPERA HOUSE LIMITED

March 2026

Welcome from our Interim Chair

As Jersey Opera House celebrates its grand reopening following a transformative, government-funded refurbishment we are entering a dynamic phase of renewal and growth. With our new Chief Executive Officer in post, we are seeking a visionary and committed individual to serve as our new Chair of the Board.



This is an opportunity to help shape the future of one of Jersey's most iconic cultural institutions. It is also a defining moment as we not only reestablish ourselves following a period of closure and renewal, but also embark on a journey to shape our future identity and purpose. The coming years will be critical in setting the direction, culture, and ambitions of the organisation for the next generation. The Chair will play a leading role in guiding the strategic direction of the organisation, supporting the executive team, and ensuring the Opera House thrives as a vibrant hub for the arts across the Channel Islands and beyond.

If you are an inspiring leader with passion for the arts, the experience, integrity, and enthusiasm to help steer Jersey Opera House into its next chapter, we would be delighted to hear from you.

Laura Robertson



From Darkness to Spotlight: Our Path Forward

Standing proudly at the heart of St. Helier since 1865, Jersey Opera House is a cherished cultural landmark with a rich theatrical heritage. The building seamlessly blends historic elegance with modern functionality. Its Edwardian architecture, complete with a grand horseshoe-shaped auditorium and ornate plasterwork, is complemented by contemporary additions including a dance studio and fully accessible facilities.

With a capacity of 650 across three tiers - stalls, dress circle, and upper circle, the Opera House is equipped to host a wide range of performances, from large-scale productions to intimate community events

Its proscenium arch stage is designed to accommodate everything from touring West End shows to orchestral concerts, ballet, comedy, and educational programmes.

After a five-year closure due to the pandemic and a major government-funded refurbishment, Jersey Opera House reopened in autumn 2025. As a key venue for Liberation Day, the Jersey Eisteddfod, and other island-wide festivals, the Opera House will continue to serve as a vital bridge between international artistry and the island's thriving local creative community. This next phase offers a rare opportunity to reimagine the role of the Opera House, revitalising a dynamic, sustainable, and welcoming space that celebrates creativity, fosters community engagement, and enhances Jersey's cultural identity on the national and international stage.

Information about the creative and cultural context for this role can be found here:

[THE CREATIVE ISLAND - An Arts Strategy for Jersey 2022-27](#)

Financial Overview

As a charity, Jersey Opera House receives income from several sources:

- Annual grant from the Government of Jersey
- Box Office and Ticket Sales
- Membership Scheme – for corporates and individuals
- Commercial and Hospitality Revenue – including bar, café, and private hire income
- Sponsorship and Philanthropy – including partnerships with local businesses and donors and donations from individuals
- Discretionary Grant Funding – from applications made to government arts bodies and trusts/foundations.

As a publicly supported charity, the Jersey Opera House is committed to transparency in how we manage and use our funding. We publish our annual financial statements to provide insight into how public investment, sponsorship, membership, and ticket sales help sustain the operation and development of the theatre. Our audited financial accounts detail our income, expenditure, and ongoing investment in maintaining and improving the Jersey Opera House as a cultural venue for the community.

You can view our financial accounts [HERE](#)



Behind the Curtain: Our script for the future

Our renewed mission, vision and values guide everything we do. Please see the full statement on our website: [Mission, Vision and Values](#).

Our mission

Our mission is to deliver outstanding live performances, supported by education and community engagement that grow future audiences and performers. We create a nurturing environment for all while running a resilient, ambitious organisation that balances creativity with commercial strength and pursues excellence.

Our vision

To be the cultural heart of Jersey, inspiring our community through unforgettable performance and showcasing the island on a wider stage.

Our values

At Jersey Opera House, our values shape everything we do – from the performances we present to the way we work with our community. They reflect our commitment to creativity, collaboration, and integrity, and guide us as we nurture talent, inspire audiences, and celebrate the cultural heart of our island.

- **Be bold and imaginative.** We are curious, creative and unafraid to try new things.
- **Grow people and culture.** We nurture talent, spark ideas and strengthen the arts to secure Jersey's cultural future.
- **Act with integrity.** We build trust by being reliable, respectful and true to our word.
- **Make a difference together.** We support one another, give back to and enrich our community and celebrate collective success.

Curtain Up: Directing Our Future

Having reopened its doors after five years of closure, our priorities are focused on renewal, resilience, and relevance. The reopening in October 2025 was marked by a celebratory gala, an occasion that not only honoured the Opera House's rich heritage but also signalled the beginning of a bold new chapter; a reawakening of one of the island's most treasured cultural spaces.

A key priority is the continued investment in our technical infrastructure. We are committed to ensuring that our facilities meet the highest standards of performance and accessibility, enabling us to host a diverse and ambitious programme, from large-scale touring productions to local community showcases. This investment will support both artistic excellence and operational efficiency, laying the foundation for a sustainable future.

Collaboration lies at the heart of our vision. We aim to deepen our engagement with Jersey's creative community, forging partnerships with artists, educators, and cultural organisations. By working together, we can ensure the Opera House remains a vibrant platform for local talent and a welcoming space for all audiences.

Financial sustainability is essential to our long-term success. We are focused on building a robust business model that balances artistic ambition with commercial viability. This includes nurturing strong relationships with the Government of Jersey, our audiences, and the wider community, ensuring that the Opera House continues to serve as a cultural cornerstone for generations to come.

Finally, we are proud to align our work with The Creative Island – An Arts Strategy for Jersey 2022–27. Our programming, partnerships, and outreach initiatives will actively support the strategy's goals, contributing to a thriving, inclusive, and innovative arts ecosystem across the island.

Board of Directors

Jersey Opera House is governed by a dedicated Board of five non-executive directors, each bringing valuable expertise and insight from a range of sectors. The Board plays a vital role in overseeing the strategic direction of the organisation, ensuring strong governance, and upholding the Opera House's values and purpose.

The current members are:

Laura Robertson – Interim Chair

Laura is an experienced legal professional and enthusiastic about the arts. Her legal career spans both the City of London and Jersey where she specialised in mergers & acquisitions and regulatory advice. She is now General Counsel for a global trust company. Alongside her corporate expertise, Laura has held voluntary board positions with several charitable arts, heritage and sports organisations in both London and Jersey over the last 15 years. She is a lifelong enthusiast for the arts, both on and off stage, and brings her governance expertise and deep personal enthusiasm to her role having been appointed as Interim Chair in June 2025.

Ryan Williams – Interim Deputy Chair

Ry is a senior HR professional and passionate advocate for the arts, with over a decade of experience in governance, strategy, and people leadership. He has held leadership roles across cultural and charitable organisations, including Chair of the Jersey Green Room Theatre Company and Head of the Performing Arts Development Group (PADG), representing the local performing arts community. Ry is committed to ensuring the Jersey Opera House thrives as a vibrant, inclusive, and sustainable home for the arts.

Non-Executive Directors

Deputy Kristina Moore

Kristina has served in the States Assembly since 2011, holding key roles including Chief Minister and Home Affairs Minister. Before politics, she was a broadcast journalist and anchor for Channel Television, with experience in television and radio across the UK. Passionate about the arts, she studied ballet, tap, and modern dance and remains an active supporter of theatre and performance.

Vijay Khakhria

Vijay is a Chartered Accountant with over 25 years of board experience across an extensive range of sectors, leading operational and financial turnarounds. He also sits on the Public Accounts Committee, overseeing the Island's finances. Vijay is an enthusiastic advocate for the arts with a deep appreciation of performance and culture.

Cassidy Mason

Cassidy is a strategy specialist who combines commercial insight with a lifelong passion for the arts. With a track record of aligning vision and delivery across complex organisations, she brings considered, creative thinking to support the Jersey Opera House in its next chapter.

The Role

Guiding Jersey's Cultural Crown Jewel through Its Next Chapter

This is a unique leadership opportunity at a pivotal moment for JOHL. Following a five-year closure and a major refurbishment, the organisation is entering a dynamic phase of renewal and growth. With the theatre now reopened and a new CEO in post, the Chair will play a hands-on role in shaping the future of this much-loved institution.

The successful candidate will work closely with the CEO, providing strategic guidance and practical support as the Opera House re-establishes itself as a vibrant cultural hub. This is not a ceremonial or figurehead position; it requires a proactive, engaged leader who is ready to dedicate significant time and energy to help steer the organisation through this crucial phase of development.

Following appointment, the Chair will take time to develop a strong understanding of the organisation and will, working with the Board, support the ongoing development of governance and performance. This will include shaping the organisation's long-term strategy and business plans and overseeing the development of a funding case to support long-term financial sustainability.

What we are looking for

We are seeking an inspiring and committed leader who will bring energy, vision, and integrity. The ideal candidate will:

- Be an excellent communicator and influencer, comfortable engaging with a wide range of stakeholders including artists, local communities, government and other arts and charity bodies and organisations.
- Have experience chairing at Board or senior leadership level, with the ability to lead strategic discussions and guide consensus.
- Uphold the organisation's values by leading with integrity and respect, making a difference together. Promoting a culture where the Jersey Opera House is open, accessible and welcoming to the whole community.
- Possess strong strategic acumen, with the ability to support robust governance and decision-making.
- Demonstrate robust financial acumen, with the confidence and capability to interpret financial information, oversee budgets, and make strategic decisions that ensure the ongoing financial health and sustainability of the organisation.
- Be a confident and credible ambassador for JOHL, comfortable representing the organisation at government meetings, public forums, and in the media.
- Have an appreciation of the need to build community cohesion, and respect for the special role the Jersey Opera House plays in our community.
- Have a genuine interest in Jersey's cultural life and a desire to contribute to the theatre's role as a community hub and artistic leader.
- Be able to commit the necessary time to function as Chair.
- Be based in Jersey.

Appointments

All appointments are the Board are subject to terms and conditions of appointment and our memorandum and articles association.

Key Responsibilities

The key duties of the Chair are to:

Leadership

- Provide leadership to the Board and CEO during the early phase of the appointment to agree priorities and ensure performance and governance arrangements are well-aligned to the organisation's ambitions and funder requirements.
- Sponsor the development of a long-term strategic plan and, working closely with the CEO, an updated business plan to support the organisation's medium-term financial sustainability.
- Ensure the theatre remains artistically vibrant, financially sustainable, and relevant to its audience and community.
- Function as a trusted partner to the CEO, offering guidance and challenge.
- Provide clear leadership on financial matters, supporting the Executive Team and Board to maintain a strong and positive financial position in a challenging funding environment.

Governance & oversight

- Ensure the Board operates in accordance with JOHL's governing documents (charitable and constitutional) and relevant legislation.
- Make sure that JOHL pursues its governing objects and agreed strategic objectives.
- Maintain and continue to strengthen a strong and effective governance framework, including recruitment and succession planning for the Board enabling timely decisions, quality board reporting and risk management.
- Uphold the organisation's values by leading with integrity and respect, making a difference together. Promoting a culture where the Jersey Opera House is open, accessible and welcoming to the whole community.
- Safeguard the reputation and values of JOHL.
- Promote vigilance around risks to JOHL's sustainability and future operations and ensure appropriate mitigants are in place
- Ensure the financial stability of the organisation including the proper auditing of annual accounts.
- Protect and manage the property of the charity and to ensure the proper investment of the charity's funds.

Board Leadership

- Chair Board and key committee meetings effectively, ensuring open discussion, clear decision-making, and timely follow-up on actions.
- Encourage participation and contribution from all Board members, ensuring all voices are heard.
- Foster a positive, respectful, and collaborative culture.

Support for the Executive Team

- Provide regular support and appraisal to the CEO, acting as a sounding board on strategy, operational challenges, and opportunities.
- Ensure there is a clear division between governance and day-to-day management.

Ambassadorial Role

- Function as an advocate for the theatre, representing it to stakeholders, Government, funders, donors, community groups and the media.
- With public funding under scrutiny and the need to secure additional support, the Chair must be adept at justifying financial decisions and advocating for the resources necessary to support the Opera House's operations and ambitions.
- Support fundraising and development efforts by engaging potential donors and supporters.
- Demonstrate resilience and diplomacy in managing challenging conversations and public scrutiny, upholding the reputation and interests of the Opera House at all times.
- Champion the theatre's work.

Term of Office

Appointed for a term of 3 years, renewable up to a maximum of two terms in line with the organisation's governing documents.

Commitment

The initial expected time commitment is expected to be up to 6 days per month. The time commitment is expected to be elevated for the first 6 months as the Chair acquaints themselves with the organisation and strategic priorities are agreed and embedded, subject to the work programme approved by the Chair and the Board.

Additional availability may be required during other key organisational moments (e.g., strategic planning, crisis response, major governance milestones).

In general, Board meetings are held every 4-6 weeks, with additional extraordinary meetings as required, as well as an annual away day. We also expect attendance at any identified training. You may also need to attend specific meetings or sub-committees (to be agreed on appointment and as required).

The Chair will also be expected to attend and speak at events, opening nights and other engagements.

Remuneration

The role of Chair is ordinarily undertaken on a voluntary basis, in line with charity governance practice. Reasonable out-of-pocket expenses will be reimbursed. Like all non-executive members of the Board, the Chair will serve in an individual capacity and has a duty to support the work of JOHL, rather than to act as a representative of a particular interest group.

The Board recognises however that the initial time commitment for this appointment is likely to be higher than is typical, reflecting the organisation's current priorities and ambitions. In order to ensure that a wide and diverse pool of suitably qualified candidates is able to consider the role, the Board would be prepared to discuss modest remuneration where appropriate. Any remuneration would be proportionate to our charitable context and aligned with our financial position and commitment to responsible stewardship and long-term sustainability. Any such arrangement would be subject to proper governance processes and final Board approval.

Application Process

The Jersey Appointments Commission will provide oversight of the recruitment process, supporting transparency and alignment with the principles governing public appointments in Jersey.

If you'd like to know more about the company and/or any aspects of the role or to apply, please send a CV and a covering letter stating why you think you are suitable in joining the Board as Chair to Laura Robertson – Interim Chair of JOHL at laura.robertson@jerseyoperahouse.co.uk

When submitting your application to Laura, include the following documents:

- a copy of your CV or resume that outlines your relevant experience.
- A cover letter outlining your interest in the role and how you meet the candidate specifications.

The closing date for applications is 5pm on 8 April 2026.

Shortlisting

All applications will be carefully reviewed against the role criteria. Candidates who best meet the requirements will be invited to participate in the next stage of the selection process.

Interviews

Shortlisted applicants will take part in one or more interviews designed to explore their experience, leadership qualities, and alignment with our values.

Appointment

Following the final stage of assessment, the successful candidate will be formally notified and provided with full details of the onboarding process, including key dates, introductions, and support to ensure a smooth transition into the role.

Key Dates

Application closing date: 8 April 2026

Interviews: To be scheduled following shortlisting, but expected to be 27 April 2026

Final Bow: A Call to Lead

Becoming Chair of Jersey Opera House is a rare opportunity to help shape the future of the island's cultural crown jewel - guiding its evolution, championing its values, and ensuring its long-term impact on Jersey's creative and civic life. We look forward to receiving your application and learning how your skills and experience can contribute to the Opera House's enduring legacy and vibrant future.

The Jersey Opera House is dedicated to fostering an inclusive and equitable working environment. We uphold the principle of equal opportunities in employment and are firmly opposed to any form of discrimination, whether direct or indirect. This includes unfair treatment, harassment, victimisation, or disparities in financial reward based on race, religion or belief, political opinion, creed, colour, ethnic or national origin, marital or parental status, sex, sexual orientation, or disability. We are committed to ensuring that all employees and job applicants are treated with dignity, fairness, and respect.

Please find below some key documents that will support the preparation of your application and interview if shortlisted.

- [JOH Vision, Mission and Values](#)
- [THE CREATIVE ISLAND - An Arts Strategy for Jersey 2022-27](#)
- [JOH Financial Accounts](#)
- [JOH Website](#)

