



**CHAIR**

RECRUITMENT PACK

JERSEY OPERA HOUSE LIMITED

AUGUST 2025

## Welcome from our Interim Chair

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As Jersey Opera House prepares to reopen its doors following a transformative, government-funded refurbishment, we are seeking a visionary and committed individual to serve as our new Chair of the Board.



This is a pivotal moment in the Opera House's history - an opportunity to help shape the future of one of Jersey's most iconic cultural institutions. 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.

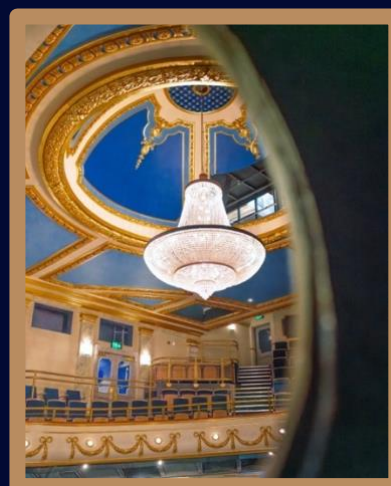
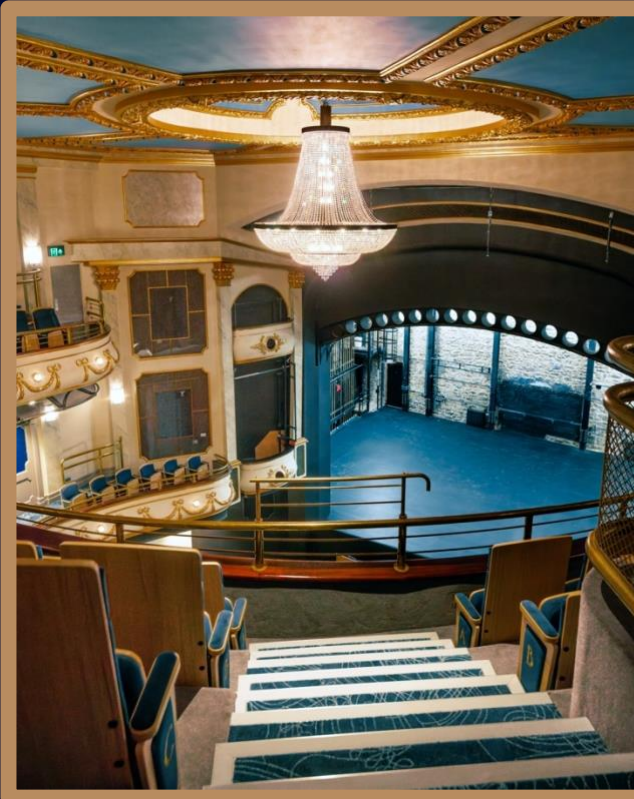
We are looking for a leader who brings gravitas, strategic insight, business acumen and a deep appreciation for the arts. The ideal candidate will be an experienced board leader or senior executive with a strong record of governance, stakeholder engagement, and organisational development. They will be enthusiastic about Jersey's cultural life and committed to fostering inclusion, creativity, and community connection.

The Chair will work closely with the Board of Directors and the Chief Executive to embed a sustainable business model, champion an ambitious artistic vision, and nurture relationships with funders, partners, and the wider community. We are seeking someone who understands the unique identity of Jersey and is eager to contribute meaningfully to its civic and cultural landscape.

If you are an inspiring leader with 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**

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## 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 is set to reopen in autumn 2025. The relaunch marks the beginning of an exciting new chapter, with a diverse and inclusive programme that reflects the vibrancy of Jersey's cultural scene. 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 mission**

Our mission is to passionately connect our diverse community with the transformative power of live art, educating, entertaining and empowering audiences.

### **Our vision**

Our vision is to be a beacon of creativity, where the performing arts are a central and enriching part of the community.

### **Our values**

Our values collectively reflect our commitment to enriching lives through art, inclusivity, community, and ethical practices, guiding our actions and decisions as we contribute to the cultural enrichment of our island.

### **Enriching Lives Through Art**

Enrich the lives of our audience by providing a space where creativity flourishes, performances captivate and inspire, and memorable moments are etched into the collective memory of our community.

### **Inclusivity**

We believe in making the arts accessible to everyone. We embrace diversity and inclusivity, fostering an environment where all individuals feel welcomed, respected, and represented. Through inclusive programming and outreach initiatives, we break down barriers to participation.

### **Community Engagement**

More than a venue, we are a community. We are committed to actively engaging with and supporting our community, forging meaningful connections through outreach programmes, educational initiatives, and collaborative partnerships that enrich and strengthen the cultural fabric of our islands.

### **Integrity**

We operate with transparency, honesty, and ethical conduct in all aspects of our work, building trust with our stakeholders and ensuring a foundation of integrity guides our decision-making processes.

### **Collaboration**

We value collaboration, both within our organisation and through partnerships with artists, local businesses, community organisations and the Government of Jersey. By working together, we amplify our impact and contribute to a thriving and interconnected creative ecosystem.

## **Curtain Up: Defining Our Role, Directing Our Future**

As Jersey Opera House prepares to reopen its doors after five years of closure, our priorities are focused on renewal, resilience, and relevance. The reopening in October 2025 will be marked by a celebratory gala, an occasion that not only honours the Opera House's rich heritage but also signals the beginning of a bold new chapter. This moment is more than a reopening; it is 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.

Together, the Board has defined the company's long-term vision and core values, setting a clear strategic framework that supports artistic excellence, financial sustainability, and community engagement. As custodians of one of the island's most treasured cultural institutions, the Board collaborates closely with the executive team to ensure Jersey Opera House continues to thrive as a dynamic, inclusive, and forward-looking organisation. The current members are:

### **Laura Robertson – Interim Chair**

Laura is an experienced legal professional and enthusiastic about the arts. Her legal career spanned 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 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 as Interim Chair.

### **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.

### **Appointments**

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

# The Role

## *Guiding Jersey's Cultural Crown Jewel into Its Next Chapter*

The Chair provides leadership and direction to the JOHL board of directors (the Board), ensuring it fulfils its responsibilities for the governance of the theatre, supports the organisation's mission, vision and values, and acts in the best interests of the theatre and its local community.

Following the resignation of our interim CEO earlier this year, JOHL has begun its search for a permanent CEO, who will also be a member of the board. The Chair will form part of the panel to identify and recruit the new permanent CEO.

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 Chair role is unpaid, though reasonable expenses will be reimbursed.

## 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.
- Demonstrate a commitment to diversity, equity, and inclusion in leadership and programming.
- Possess strong financial and strategic acumen, with the ability to support robust governance and decision-making.
- Be a visible and enthusiastic ambassador for the theatre, its values, and its work helping JOHL extend its reach, influence, and impact.
- 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.

## 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 document.

## Commitment

Approx. 2-4 days per month. Additional availability may be required for the remainder of 2025 and into 2026, to provide the support required by the executive team during the reopening phase, but



also during key organisational moments (e.g., strategic planning, crisis response, major governance milestones).

In general, we ask for attendance at six to eight Board meetings a year and any additional extraordinary meetings, 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.

## Key Responsibilities

The key duties of the Chair are to:

### Leadership

- Lead the Board in refreshing, and monitoring the theatre's vision, mission, values, and strategic objectives.
- 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.

### Governance

- 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 a strong and effective governance framework, including recruitment and succession planning for the Board.
- Promote diversity, equality, and inclusion across the organisation and its governance.
- Safeguard the reputation and values of JOHL.
- 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.
- Support fundraising and development efforts by engaging potential donors and supporters.
- Champion the theatre's work.

## **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](mailto: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 5 September 2025 at 5pm.

### **Shortlisting**

All applications will be carefully reviewed against the role criteria. Candidates who best meet the requirements will be invited to participate in the initial 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. As part of the process, candidates may also be asked to complete psychometric assessments to support a well-rounded evaluation.

### **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: 5 September

Interviews: w/c 15 September

## 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.

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

