



JOB DESCRIPTION

## Executive Director

*"one of the UK's most innovative and imaginative ensembles" ★★★★★ The Observer*

---

Solomon's Knot is seeking an exceptional Executive Director to lead the company into its next chapter of artistic and organisational growth. Working in close partnership with the Artistic Director, you will build on our international reputation, expand our reach to new audiences and markets, and strengthen the foundations of a pioneering ensemble. This is an exciting opportunity for an ambitious, entrepreneurial leader to shape the future of one of the world's most distinctive vocal and instrumental ensembles and help take it to the next level on the international stage.

### Who we are

---

**Solomon's Knot** is an international collective of leading singers and instrumentalists, bringing music written before 1800 to life for the widest possible audience. Performing without a conductor and singing entirely from memory, we create performances of exceptional immediacy, intensity and emotional impact.

Founded in 2008, we are a registered charity presenting four to six major projects each year and are the long-term Baroque Ensemble in Residence at Wigmore Hall. Since making our BBC Proms debut in 2019, we have toured extensively across the UK, Europe and North America, travelling sustainably by train wherever possible. Our recordings have received widespread critical acclaim for their freshness, scholarship and expressive power. Under the artistic direction of Jonathan Sells, Solomon's Knot continues to redefine how early music is experienced.

### Recent highlights

---

- Launched our open-ended Wigmore Hall residency in 2023 with JS Bach's *Magnificat*, broadcast on BBC Radio 3 and streamed worldwide by Wigmore Hall Live.
- Toured Bach's *St Matthew Passion*—our largest project to date, with 36 performers—in collaboration with director John La Bouchardière, to Snape Maltings, Bachfest Leipzig and Thüringer Bachwochen.
- Made our North American debut at the Montréal Bach Festival.
- Continued our BACH 300 series, commissioning Chad Kelly's reconstruction of Bach's *Köthener Trauermusik*, performed in London, Regensburg and Leipzig.
- Won the Preis der deutschen Schallplattenkritik Critics' Choice Award for *Lost Majesty* (George Jeffreys) and a *Gramophone* Editor's Choice for *Bach's Horns*.
- Created *Frogs & Flies*, devised with more than 150 primary school children across three inner-city London schools, alongside Handel's *Israel in Egypt*.

With an annual turnover of around £400,000 and healthy reserves, Solomon's Knot has a stable and ambitious platform for its next stage of growth.

## Role overview

---

Working in close partnership with the Artistic Director and Board of Trustees, the Executive Director will shape and deliver Solomon's Knot's strategic vision while ensuring the organisation remains financially resilient and operationally excellent.

You will lead the day-to-day running of the charity, overseeing all aspects of rehearsal, concert and tour management, supported by the Artistic Director and Project Manager. You will develop and manage relationships with promoters, venues, agents and partners in the UK and internationally, helping to expand the company's reach and impact.

You will also lead the organisation's financial management, governance and administration; develop fundraising strategies and funding relationships across trusts, foundations and individual giving; grow our Patrons and Friends schemes; oversee marketing, communications and digital presence; and help shape our education and outreach activity.

We are committed to broadening the diversity of our artists, audiences and collaborators, and to ensuring that everyone can engage with our work regardless of background or identity. We are looking for an Executive Director who shares these ambitions and will help us turn them into lasting progress.

## Who we are looking for

---

You will be an experienced arts leader with a strong track record in the music sector, combining strategic vision with practical delivery. You will have significant experience of project management, fundraising and organisational leadership, and the confidence to guide an ambitious organisation through its next phase of development.

Well-connected candidates are welcome, but we value the ability to build trusted, long-term relationships above an existing network. We are not seeking a specialist in one discipline; we are looking for an exceptional all-round leader who understands what makes Solomon's Knot distinctive, shares our artistic ambition, and is excited by the opportunity to help take the organisation to the next level—growing its artistic, financial and international profile in a sustainable way.

## Person specification

---

|                       | Essential  | Desirable   |
|-----------------------|--|---|
| <b>Qualifications</b> |  | <ul style="list-style-type: none"><li>• Music graduate and/or performance experience</li></ul>  |
| <b>Experience</b>     | <ul style="list-style-type: none"><li>• A proven track record in the arts, ideally the music industry</li><li>• Long-term project planning and management</li><li>• Team leadership in the music sector</li><li>• Setting and managing complex budgets</li><li>• Preparing annual accounts for examination/audit</li><li>• Contributing to EDI strategies</li><li>• Formulating and implementing audience development</li><li>• Planning against financial, H&amp;S and reputational risks</li></ul> | <ul style="list-style-type: none"><li>• Awareness of Solomon's Knot and its work</li><li>• Leading role in an organisation of a similar size or larger</li><li>• Working in the 'early music' sector</li><li>• Developing EDI strategies; managing a remote team</li><li>• Filing company reports; familiarity with the Charity Commission</li><li>• Fundraising activities</li><li>• Orchestra Tax Relief, VAT, FEU returns and Gift Aid</li><li>• Delivering music-based education work</li></ul> |

|                               | Essential   | Desirable   |
|-------------------------------|---|---|
| <b>Skills &amp; knowledge</b> | <ul style="list-style-type: none"> <li>• Strategic thinker who ‘gets’ the bigger picture</li> <li>• Excellent knowledge of baroque &amp; classical music and a broad interest in the arts</li> <li>• Excellent verbal and written communication; strong networking skills</li> <li>• Excellent IT skills — we use Microsoft 365 and Google Drive</li> <li>• Sensitive to the social responsibilities of the arts</li> </ul> | <ul style="list-style-type: none"> <li>• Close understanding of the challenges facing the arts sector</li> <li>• An understanding of data-driven decision-making</li> </ul> |
| <b>Ability &amp; aptitude</b> | <ul style="list-style-type: none"> <li>• Leads people well at all levels, especially in difficult conversations</li> <li>• Inspires, influences and persuades; challenges constructively</li> <li>• Committed to EDI and to overcoming the sector’s challenges</li> <li>• Remains calm under pressure</li> </ul>  |   |
| <b>Additional</b>             | <ul style="list-style-type: none"> <li>• Flexible/unsocial hours as required; DBS checking as our education work develops; represents Solomon’s Knot with integrity at all levels</li> </ul>  |   |

## Terms & how to apply

Part-time, up to three days a week, freelance/self-employed, subject to a six-month trial and thereafter annual review by the Board. Home-based, with frequent meetings online and in London; national and international travel required. There is scope for the role to grow with the collective’s activity and resources.

|                           |  |
|---------------------------|--|
| <b>Remuneration</b>       | 0.6 FTE / 0.8 FTE, corresponding to £61,000 FTE                                    |
| <b>Reports to</b>         | Board of Trustees — reporting and consulting regularly, and in any event quarterly |
| <b>Works closely with</b> | Artistic Director  |
| <b>Commencement</b>       | Beginning November 2026, or as soon as possible thereafter                         |
| <b>Closing date</b>       | 31st August 2026   |
| <b>Interviews</b>         | 29th & 30th September 2026, by arrangement   |

To apply, please send a covering letter of no more than two pages, with your CV and two referees, to [psells@solomonsknot.co.uk](mailto:psells@solomonsknot.co.uk).

[www.solomonsknot.co.uk](http://www.solomonsknot.co.uk) | @solomonsknot