

**BRITISH
YOUTH
MUSIC
THEATRE**

2026

CHAIR OF THE BOARD

Recruitment Pack 2026

Worn Out at LOWRY, Salford

WELCOME

British Youth Music Theatre (BYMT) is at the centre of new musicals, making more new work than any other company as the sector embraces greater inclusivity and impact. We are seeking a Chair with a passion for music theatre, networks in the creative arts and experience at Board level. Our Trustees are excited by BYMT's growing influence in nurturing successful young people and empowering emerging theatre makers.

Why BYMT?

British Youth Music Theatre (BYMT) is a leading national performing arts education charity and the UK's largest commissioner of new musicals. Each year, we engage approximately 2,000 young people aged 11 to 21 through nationwide auditions, skills workshops, our Young Company, and a wide range of creative projects. BYMT supports emerging talent in both performers and creatives, by providing high quality training, development opportunities, and a springboard into further education and careers in the arts.

As an Arts Council England National Portfolio Organisation and National Youth Music Organisation, we ensure that youth voice is at the heart of everything we do. Our mission is to empower young people to discover and shape their creative potential through life-changing, inclusive theatre experiences that nurture individuality and self-expression in the making of new work.

We envisage a transformed musical theatre sector where a bold, diverse, and collaborative generation of creators redefine who makes musicals and how they are made.

Our Theory of Change states: In ten years' time BYMT will be the Internationally Renowned Leader for Developing Young Theatre Makers.



The In Between at Carriageworks Theatre, Leeds



“Over the years, BYMT has become an integral part of my training, and I know I wouldn’t be where I am now without it. It is so inspiring to work alongside the industry professionals within our creative, production, and pastoral teams. They show us the resilience, innovation and generosity that is needed to sustain a healthy career in the arts.”

BYMT YOUNG COMPANY MEMBER

ABOUT THE ROLE

OUR VALUES

- 1 Being inclusive and making everything we do accessible
- 2 Taking responsibility for developing and nurturing collaborative processes
- 3 Inspiring environmental responsibility within our staff and young people
- 4 Creating space for young people and artists to value their voices
- 5 Committing to making new work through new approaches



The Glamification of Loki at Southwark Playhouse

Why now?

BYMT has recently revitalised and diversified its Board, recruiting five skilled and dynamic new members in the past year.

Our Chair, Simon Millson OBE, has successfully steered the Company through the Covid 19 pandemic, the smooth hand over from its founder to a new Chief Executive in 2022 and an effective transfer of BYMT's Head Office from London to Leeds in 2025.

Simon has come to the end of his term and will be moving on from his role of Chair this year. As a result, the Company is seeking a new Chair to lead the organisation at a thrilling time, as we develop new projects in Leeds, embark on our 22nd Season of new musicals in high profile venues across the UK and solidify our place as a pioneering arts charity, transforming pathways into the industry for young people and emerging artists.

Who are we looking for?

BYMT is committed to creating an inclusive culture in all its activities. As a team, we value diverse lived experiences and have recently expanded our Board to better reflect the varied perspectives and backgrounds of the young people we support. We particularly encourage applications from individuals from global majority communities, as well as those with lived experience of disability or neurodiversity, who are currently underrepresented in our sector. Our Trustees are united in their enthusiasm for creating engagement opportunities for young people from all backgrounds and a love of new work, especially in the musicals sector.

We are looking for a Chair with proven experience in Governance and, ideally, experience of leadership within the creative arts. We are realistic about the commitment and the time it takes to Chair a charity and invite applications from people who have the capacity to Chair 5 meetings a year, regularly engage with the Senior Management team in between Board meetings and attend at least 4 BYMT events per year. We are seeking a Chair who is passionate about musicals and has networks in the creative arts.

The applicant can be based in Leeds or London, or anywhere between, as long as they are prepared to travel for Board Meetings in both locations.



(Top to bottom) *Theo in Between* at Carriageworks Theatre, Leeds, *The Cottingley Fairies* at Birmingham Hipodrome, *Sense & Sensibility* at Barnfield Theatre, Exeter, *Worn Out* at LOWRY, Salford

What we ask

SKILLS AND COMMITMENT

- Confident leadership, involving Chairing of meetings and taking a lead in advocating for the best interests of the company
- Ability to navigate differing views and ensure the interests of the charity are at the heart of all decision making
- Attendance and taking the role of Chair in person at 4 Board meetings a year and an Away Day. The overall time commitment works out at approximately one day a month
- Leading a subcommittee, depending on expertise (currently the Chair leads the Finance subcommittee through a one-hour online meeting, a week before each Board meeting)
- Contact with the senior management between meetings, in particular check ins with the Chief Executive, initially every month
- Commitment for three years, followed by up to another two three-year terms, as appropriate.

BEHAVIOURS & COMPETENCIES

- Engagement in the values and ambitions of BYMT
- Connection and commitment to the mission and evolution of the success of the Company
- Support at productions and events where possible, with presence at a minimum of 4 events per year
- A belief in the importance of youth voice informing the direction of the Company
- A collaborative, supportive and clear-headed person willing to challenge and ask questions and make recommendations to the Board.

What you will get

- Hand over from the current Chair and induction into the Company
- Introductory meetings with Trustees and staff members
- Becoming part of the BYMT community, as a valued voice, leading the evolution of the Company
- The potential to lead, join or make subcommittees, using your expertise
- Insight into youth voice and the issues relevant to young theatre makers
- Influence over the future of new musicals
- Connections with professionals across varied sectors, with a shared interest in young people's creative futures
- Whilst this is a voluntary role, expenses can be reimbursed.



Sense & Sensibility at Barnfield Theatre, Exeter

Duties

STATUTORY DUTIES

- Chair the Board of Trustees in giving strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluating performance against them
- Ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Guarantee that the organisation pursues its objects as defined in its governing document
- Confirm the organisation uses its resources exclusively in pursuance of its objectives
- Safeguard the good name and values of the organisation
- Ensure the effective and efficient administration of the organisation
- Ensure the financial stability of the organization
- Protect and manage the property of the charity and ensure the proper investment of the charity's funds
- Manage the Trustees, ensuring a well-functioning, engaged and effective Board
- Maintain an overview of the staff team and ensure all employees are managed, supported and developed effectively
- Appoint the Chief Executive and monitor their performance, including an annual review and objective setting
- Manage organisational risk, with updates at every board meeting.

GENERAL DUTIES

In addition to the above statutory duties, every Trustee is expected to use specific skills, knowledge or experience to help the Board of Trustees make considered recommendations and reach sound decisions. This may involve:

- Scrutinising board papers and leading discussions
- Focusing on key issues and providing guidance on new initiatives
- Making introductions to support the charity
- The Chair is expected to be a figure head and advocate of BYMT, championing the Company, its values and ambitions.

Process

If you are interested, please send your CV, two contacts for referees, and a cover letter, outlining why you would like this opportunity and what you would contribute to supporting BYMT, to mail@bymt.org by midday on Monday 13th July 2026.

If you would like an informal conversation about joining the Board please get in touch via mail@bymt.org to book a conversation with a current Trustee.

If you would like support or have any queries regarding the format or submission of the application, please contact us at mail@bymt.org or call 0113 320 1018.

A Board subcommittee for Chair Recruitment will shortlist applications, and everyone who applies will be contacted. Shortlisted applicants will be invited to meet with the Chair Recruitment subcommittee and Chief Executive from late July to early September and we expect the potential candidate to observe the September 29th Board Meeting.

Thank you for taking the time to read this pack, we look forward to receiving your application.

