



# Trustee Recruitment Pack

# Welcome!

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Photo: Peter Clark

Thank you for your interest in joining the board of The Queen's Hall. This is an exciting moment for us as an organisation – our new CEO, Emma Mortimore, has been in post since early in the year, and 2025 has progressed with a packed programme and full houses, five star reviews and award-winning performances. Last year we celebrated the 200th anniversary of our building with a glorious new commission by Erland Cooper, Hope Park, featuring a magical audience-generated chorus of gannets. Now, thoughts turn to the 50th birthday of the organisation while we continue to develop a range of projects around programme, audience and environmental sustainability.

The Queen's Hall started off life as Hope Park Chapel in 1823 and continued as a place of worship until 1976. It reopened on 6 July 1979, converted into a performance space following fundraising by the (now) Scottish Ensemble, Scottish Philharmonic Singers and the Scottish Chamber Orchestra, and the Hall remains the home of the SCO to this day. We've been mesmerising audiences ever since, attracting more than 100,000 music lovers to over 200 performances each year.

We are working to foster the artists and audiences of the future with programmes like the emerging talent-focussed AMPLIFI, and curated strands in contemporary folk and jazz. A galaxy of musical talent has graced our stage, drawn by our intimate atmosphere and world-renowned acoustic.

The Queen's Hall occupies a very special place in the cultural life of Edinburgh and Scotland as a whole. Our commitment to varied programming means we mean something different to each of our audience members. From classical morning concerts to stand-up comedy, podcast tours to chart-topping indie, hip hop to folk, there is truly something for everyone on our stage.

**"I visit too many venues that are acoustically dead and soulless, but The Queen's Hall has an atmosphere, airiness and a kind of old-fashioned elegance that's really inspiring and great for singing in."**

Karine Polwart

# The Queen's Hall Buildings

The Queen's Hall is renowned for its acoustics and special ambience capable of showing off many styles of performance to best effect. This is due in no small part to the history of the building and the various modifications that have been carried out over its 200 year history. The trustees are very aware of the responsibilities of maintaining the heritage of the building while continuing to maintain and adapt the facilities, so this historic asset has a viable future as well as an interesting past.

## History

The fine Grade A-listed Georgian building of The Queen's Hall was constructed in 1823 as a church, with subsequent additions of a church hall in 1934 and conversion to a concert hall in 1979. Since then, there have been various modifications and extensions.

An extensive programme of fabric consolidation works was undertaken in 2017-18 including stonework repairs and reroofing. During the COVID shutdown, a project to improve the audience facilities on the north side of the Hall was undertaken resulting in much better audience circulation space, bar and toilet facilities. In the last two years a project to improve the backstage facilities has been successfully completed.

## Future projects

The Hall has a comprehensive strategy and detailed project concepts for the future development of the building with the aims of achieving net (and ultimately absolute) zero carbon emissions, along with further improvements to audience facilities and staff working areas. We continue to actively seek funds for the implementation of the various projects supporting this strategy in what is currently a challenging funding environment.

**“This room has really good vibes”**

**Ellie Goulding (on stage to audience)**



# Governance

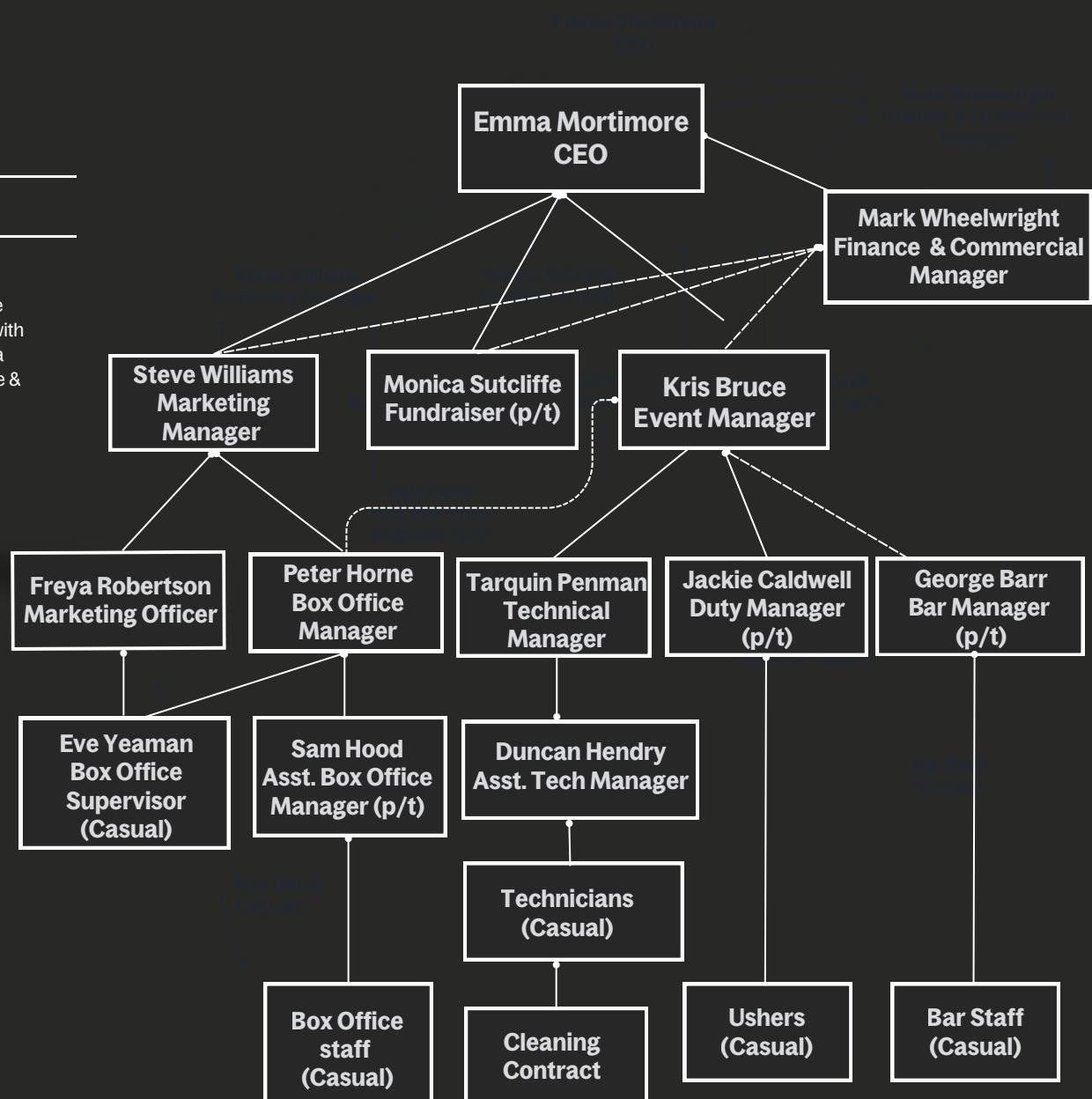
The Queen's Hall is overseen by a board of trustees and currently managed by a senior management team comprising the CEO, Marketing Manager, Finance and Commercial Manager and Event Manager as shown on the Organisational Chart. In addition to the roles shown on the Chart the Hall also employs a number of casual staff for events.

There are currently ten trustees with a broad range of skills and from diverse backgrounds who meet at least four times per year at formal board meetings, normally with the attendance of senior members of the management team.

Board members / trustees are also encouraged to serve on one or more of the working groups and board subcommittees.

Currently there is a Finance & Governance Committee, chaired by a board member with recent and relevant financial experience, a Buildings Working Group and an Audience & Development Working Group, all with the appropriate terms of reference.

You can find out more about our serving trustees [on our website](#).





# Finance & Funding

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The Hall is currently in a strong financial position after what has been a challenging few years due to the disruption caused by the pandemic.

As an organisation we derive our income from three main sources. Firstly the operation of the Hall either through hall hires or putting on our own events as The Queen's Hall promotions, commissions on ticket sales and hire of equipment and space.

Our second source is voluntary income. We receive grants and donations from both local and national government, private trusts and individuals. These donations typically fund larger capital projects, equipment and programming.

The final source of income is through trading through running a bar at the shows. This is done through a subsidiary company with any profits being donated to the parent company.

The Queen's Hall (Edinburgh) Limited publishes its annual accounts on Companies House website [here](#) and the annual accounts for The Queen's Hall (Edinburgh) Catering Limited are [here](#).

**"The Queen's Hall is one of the most distinctive concert halls in the country, with a fabulous acoustic for all kinds of music, an extraordinary atmosphere, and a strong programming style which ranges from jazz to Americana to chamber music, as well as being Edinburgh's most successful venue for innovative Scottish music of all hues. Musicians love the space..."**

David Jones, former director of Serious

# The Role

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We are looking for trustees with expertise in the following areas:

- Buildings & project management
- Finance
- Fundraising
- Digital marketing
- Human Resources

We believe that The Queen's Hall is a space for the people of Edinburgh, and the governance should reflect the diversity of the community we serve. We are committed to building a board that reflects that, and value the benefit of having different experiences and points of view amongst our trustees.

The role is non-executive, voluntary and is for a three-year term renewable at the board's discretion up to a maximum of three terms. The board meets four times each year in Edinburgh city centre and meetings are approximately two/three hours.

Occasional additional meetings are held, including board and staff away sessions, to allow time to discuss policy areas or programme direction. Alongside the full board, we also have a number of specialist sub committees which meet at the same frequency. The current groups are Finance & Governance, Buildings, and Audience & Development. trustees are encouraged to join those which are most aligned with their knowledge and interest.

You can find more detailed information on the responsibilities of a charity trustee in Scotland here:

[SCVO - Trustee Roles and Responsibilities](#)  
[OSCR - Charity Trustee - Good Practice \(PDF\)](#)

**"A beautiful setting... one of my favourite Edinburgh venues."**

**Mary Ann Kennedy, BBC Radio Scotland**



# How to Apply

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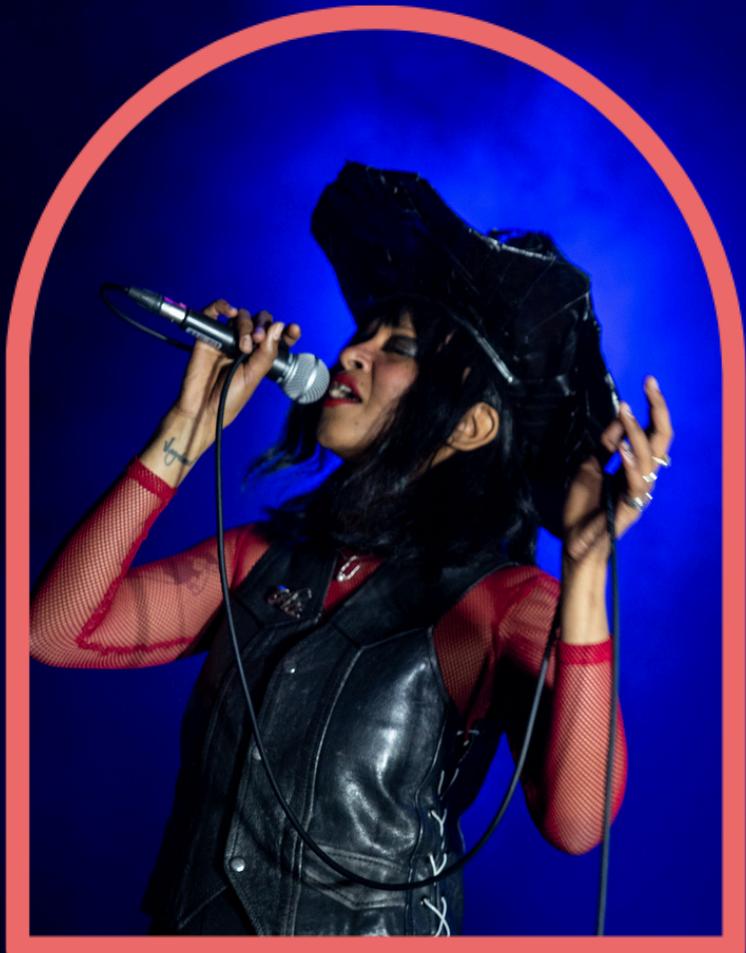


Photo: Kat Gollock

If you would like to be considered as a trustee of The Queen's Hall, please send us:

- Your CV
- A cover letter setting out your interest in the role, relevant experience including any specific skills that you could bring to the board, and examples of how you meet the requirements of the role.
- Details of any business or any other interests which might give rise to conflict of interest, and how you would address this should your application be successful.

Applications should be received by 16<sup>th</sup> February . Interviews will be held in week beginning 2<sup>nd</sup> March.

By email to: [trustees@queenshalledinburgh.org](mailto:trustees@queenshalledinburgh.org)  
Or by post to: Emma Mortimore, The Queen's Hall, 85-89 Clerk Street, Edinburgh EH8 9JG  
[www.thequeenshall.net](http://www.thequeenshall.net)

If you'd like more information on the role of trustee of The Queen's Hall, you can contact the Chair, Rosamund West, via:  
[trustees@queenshalledinburgh.org](mailto:trustees@queenshalledinburgh.org)

**"To have a large seating capacity in a hall with such intimacy is not that common. I don't really feel that far away. Also for this type of repertoire it can be the difference between being able to breathe and speak and communicate and feel like you're actually in a dialogue. I can't emphasize how much our performance depends on a good acoustic."**

**Nicola Benedetti**



**“Why does The Queen’s Hall feel so comfortable, for me and so many of my musician pals? Because the walls in this brilliant venue hold the memories of so much amazing music performed there over the past 40 years. And because the atmosphere is the best you can experience”**

John McCusker writing in The National for our 40th Anniversary in 2019

The Queen’s Hall  
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[thequeenshall.net](http://thequeenshall.net) | 0131 668 2019

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Photo: Kat Gollock