

Strictly Private & Confidential

Andrew Lloyd Webber Foundation

Appointment of Director

Candidate Pack Text – June 2026

One Embassy Gardens, 8 Viaduct Gardens,
London, SW11 7BW

T: +44 (0) 20 7340 6200
E: london@perrettlaver.com
www.perrettlaver.com



AMERICAS ASIA PACIFIC EMEA

Contents

Introduction

About the Andrew Lloyd Webber Foundation

Our Vision

The Board of Trustees

Our Impact

The Director: Role Summary and Responsibilities

How to Apply

Introduction

"Music and the arts can empower and liberate, which is why it's so important to encourage participation and nurture talent. If you empower children and young people through the arts, the return on investment is huge. I don't think there's ever been a time when the arts have been more important. I really, passionately, believe that."

- Andrew Lloyd Webber

The Andrew Lloyd Webber Foundation is a highly respected independent grant-making charity dedicated to widening access to the arts, nurturing talent, and creating life-changing opportunities for children and young people. Through its grants, scholarships, and partnerships, the Foundation helps young people pursue creative paths, develop their skills and confidence, and realise potential that might otherwise go unsupported. At the heart of its work is a belief in the transformative power of the arts, and in the importance of ensuring that talent - not background - determines who gets the chance to thrive.

The Foundation is now seeking to appoint an outstanding Director to lead the next phase of its work. This is a rare and rewarding opportunity to shape the future of an organisation whose impact is felt in the lives of children and young people across the arts and cultural sector. Reporting to the Board of Trustees, the Director will provide strategic and operational leadership, build strong relationships and partnerships, and help safeguard the Foundation's long-term impact and public profile.

We welcome applications from candidates with significant senior leadership experience in the charity sector, strong judgement, financial and governance expertise, and a deep commitment to access, opportunity, and inclusion in the arts. If you see yourself in this role and are inspired by the opportunity to help more young people access the life-changing benefits of the arts, we would be delighted to hear from you.

About the Andrew Lloyd Webber Foundation

Founded by Andrew Lloyd Webber in 1992, The Andrew Lloyd Webber Foundation is a grant-making charity dedicated to widening access to the arts, nurturing talent, and creating life-changing opportunities for children and young people. The Andrew Lloyd Webber Foundation's principal objectives are to advance the arts, culture, and heritage for the public benefit.

At the heart of the Foundation's work is a belief in the transformative power of the arts. Known for its focused and thoughtful approach to grant-making, the Foundation supports individuals and organisations across the cultural sector, helping young people build confidence, develop their skills, and realise their potential.

Our Vision

We believe:

- engagement in the arts and heritage enriches lives, unlocks creative potential, improves skills, changes behaviour, increases confidence, and should be available to all.
- in order to maintain vibrancy in the arts, it is critical that the next generation of diverse artists is nurtured and encouraged.

We will:

- champion wider access to the arts and heritage by supporting projects that reach diverse communities and those who would not otherwise be able to participate.
- prioritise funding to organisations whose activities enable people to develop their abilities and careers, by providing professional education, training, apprenticeships and workplace experience in all areas of the arts, from stonemasonry to youth orchestras and stage electricians.
- promote excellence in all areas of the arts, culture and heritage.
- continue our role as high-profile champion of the benefits of engagement in the arts and heritage and the importance of diversity in the sectors.

Board of Trustees

[The Board](#) provides strategic oversight of the Foundation, approves grant-making decisions and ensures the charity operates in line with its mission, governance responsibilities and long-term sustainability. The Trustees review grant applications and make award decisions, with meetings taking place at least twice a year, usually in May and November.

Please click [here](#) to find out more information about our other Trustees.

Our Impact

The Andrew Lloyd Webber Foundation has made a significant and lasting impact by expanding access to the arts for children and young people, supporting talent at crucial stages of development, and helping to remove barriers that can prevent people from pursuing creative opportunities. Through its grants, scholarships, and partnerships, the Foundation has backed individuals and organisations across the arts, culture, and heritage sectors, enabling more young people to develop their skills, build confidence, and realise their potential. Since 2011, it has awarded £26.8 million to projects and organisations focused on enhancing arts education and participation, widening access and increasing diversity across the arts, culture and heritage.

Scholarships

The Andrew Lloyd Webber Foundation's scholarships play an important role in supporting talented young people to pursue high-quality training and specialist study in the arts. By helping talented students access courses that might otherwise be financially out of reach, the scholarships create opportunities for emerging talent to develop their skills, confidence, and professional potential.

- For the 2026/27 academic year, the Foundation will support 40 students through performing arts and backstage training scholarships.

Grants

The Andrew Lloyd Webber Foundation's grants play a vital role in widening access to the arts and supporting organisations that create meaningful opportunities for children and young people. Through its focused and purposeful grant-making, the Foundation prioritises support for projects that strengthen arts education and participation, nurture talent, encourage access and help remove barriers to creative opportunity. During 2025, the trustees took a place-based approach to their new giving, the aim of achieving a measurable impact to individuals and within local communities. £469,782 was awarded in new grants to 13 organisations across the UK, including support for music education, theatre training, and community access to the arts. A further £456,944 was paid out in instalments of multi-year grants awarded in previous years.

Long standing support is given to *Music in Secondary Schools Trust* and *Get Into Theatre*.

Our Impact

The [*Music In Secondary Schools Trust \(MiSST\)*](#) was established with funding from the Andrew Lloyd Webber Foundation and the Charles Wolfson Trust and promises every child an entitlement to study a classical musical instrument on entry into secondary school, as well as tuition and performance opportunities.

The trustees believe in the empowering force of music education and champion the right of every child to receive free music education. During the last twelve years, the trustees have awarded a total of £4.65m to MiSST, supporting the charity to provide free, regular classical music tuition embedded in school curriculums, exceptional performance opportunities and free musical instruments. All students in Yr 7 to Yr 9 in MiSST schools participate in a regular programme of practice and rehearsal. Students have the option to study composition through **MiSST Create**, learn music production, conducting, take part in Chamber Music recitals, join the MiSST Voices Choir and the MiSST Academy and Symphony Orchestras.

Get into Theatre

The Andrew Lloyd Webber Foundation is the founding supporter and funder of [Get Into Theatre](#), which was established as an independent charity in January 2022. A small charity with big ambitions and nationwide impact, Get Into Theatre supports young people to explore, enter and progress in theatre careers. It does this by connecting information, training and opportunities for industry engagement to create a clear, joined-up route into theatre, helping young people understand what's possible, build their skills and take meaningful steps into the industry. The organisation has become an important route into the industry, with registrations from young people from underrepresented backgrounds increasing by 263% and more than 25,000 young people and teachers accessing its resources each month.

- Get Into Theatre merged this year with Theatre Royal Haymarket Masterclass Trust to create a clearer national pathway into theatre careers. This brought together Get Into Theatre's digital platform with Masterclass's long-established programme of workshops, mentoring, paid internships and TheatreCraft, the UK's largest offstage theatre careers fair.

Director: Role Summary and Responsibilities

The Director is responsible for providing strategic and operational leadership for the Andrew Lloyd Webber Foundation, ensuring that its charitable objectives are delivered effectively, responsibly, and in line with the Board's vision. The postholder leads grant-making activity, governance, financial oversight, stakeholder engagement, communications, and associated projects, while safeguarding the Foundation's long-term sustainability and public profile.

The Director reports directly to the Chair of Trustees.

Key Responsibilities

- Provide strategic leadership for the charity, shaping and delivering its direction in line with the Board's policies.
- Develop and refine trustee grant-making policies.
- Act as an ambassador for the Foundation, building sustainable relationships with grant-making organisations, industry leaders, influencers, and service providers.
- Oversee the continued growth and stewardship of the Foundation's investment portfolios to support grant-making in perpetuity, maintaining close liaison with investment managers, bankers, and auditors.
- Work with the PR team to plan and manage announcements, including social media, and oversee the development and updating of website blogs and information.
- Lead governance and administrative processes, ensuring compliance with Charity Commission requirements and maintaining risk, conflict of interest, and investment policies, as well as scholarship award management and grant application and recipient activity processes.
- Report to the Board of Trustees on charitable activities, impact, financial position, investments, governance, grant applications, and future plans.
- Draft the trustees' report for the Annual Report and Accounts.
- Manage the annual audit processes and maintain liaison with auditors.
- Meet and liaise with prospective grant applicants and recipients, providing tailored advice where appropriate, and review and measure impact.
- Assess grant applications and prepare shortlists for two to three trustee meetings per year, managing both rejections and awards.
- Deliver ad hoc projects as required. Examples include the market research publication *Centre Stage*, publication of the Annual Review during full grant-making periods, and the Music in Secondary Schools Trust feasibility study.
- Oversee the care and custody of ALWF works of art, including exhibitions, loans, and insurance.
- Manage grant and scholarship recipient activity, impact reporting, PR consultants, social media activity, and the implementation and operation of the charity database.
- Manage payments and receipts, bank administration, and act as a signatory for current and deposit accounts.
- Line manager to the Finance Manager, who prepares quarterly management accounts, statutory accounts, cash flow forecasts, and budgets.
- Update the website, source images and content, and write blog content as required.
- Work with LW Entertainment and LW Theatres to develop and maximise opportunities for corporate support.

The Director: Role Summary and Responsibilities

Working in a hybrid arrangement, with the office based in Central London.

Support Structure

The Director is supported by an Administrator, who assists across the full range of activities outlined above. This includes maintaining the charity database, handling general administration, responding to incoming charity request emails and acting as a second assessor for grant applications.

Working Relationships

The Director works closely with the Board of Trustees, the Finance Manager, the Administrator, investment managers, auditors, bankers, PR advisers, grant applicants and recipients, and a wide range of external stakeholders across the charitable and cultural sectors.

This job description is intended to provide an overview of the main duties and responsibilities of the role. It is not exhaustive and may be amended from time to time to reflect the evolving needs of the Foundation.

How to Apply

The Andrew Lloyd Webber Foundation has retained the services of Perrett Laver to help identify the widest possible field of suitable candidates and to assist in the assessment of candidates against the requirements for the role.

Applications should consist of a CV and supporting statement which includes a brief overview of your experience with relevance to the personal specification, as well as an indication of the reasons for your interest in this opportunity.

Completed applications should be uploaded at <https://PLusPortal.PerrettLaver.com> quoting reference number **8504**.

The deadline for the receipt of applications is **11:59pm BST on Monday 20th July 2026**.

For a confidential informal conversation about the role, please contact Senior Research Associate, Edoardo Vachez on Edoardo.Vachez@perrettlaver.com.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

Should you require access to these documents in alternative formats, please contact Simon.Epsley@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.

Longlisted candidates will be invited to Perrett Laver interviews in early August 2026.

Formal panel interviews will take place in person at a central London location on either 2 September 2026, between 1:00pm and 5:00pm, or 3 September 2026, between 9:00am and 12:00pm.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <https://perrettlaver.com/privacy-statement/> or Andrew Lloyd Webber's website: <https://andrewlloydwebberfoundation.com/privacy-policy>.

One Embassy Gardens, 8 Viaduct Gardens, London,
SW11 7BW

T: +44 (0) 20 7340 6200
E: london@perrettlaver.com
www.perrettlaver.com



AMERICAS ASIA PACIFIC EMEA