

INDEPENDENT NON-EXECUTIVE DIRECTOR

Lyric Hammersmith Enterprises



School Girls; Or the African Mean Girls Play
Photo by Manuel Harlan



Accidental Death of An Anarchist
Photo by Helen Murray



Iphigenia in Splott
Photo by Jennifer McCord

We are the Lyric Hammersmith Theatre. We are the civic and creative heart of West London. We believe that everyone deserves to experience the life changing impact of theatre.

In our big, beautiful theatre, we tell stories that matter and work with exceptional talent to make ambitious, entertaining, inspiring shows for our audience in West London and beyond.

We remove barriers to engagement and ensure young people have the opportunity to discover the power of their creativity, shaping the future of British theatre.

We are inclusive, forward looking and unafraid of change – we are proud of our history and ambitious for our future. A local theatre with a national impact.

LYRIC VALUES

Work with integrity and respect

We support each other with kindness, openness and integrity. Together we celebrate our achievements and work collaboratively through our challenges.

Every day we learn and grow

We continue to ask questions, seek answers and share our learning with each other for the benefit of the Lyric.

Be ambitious and action-focused

We believe in excellence; we have a can do attitude, go the extra mile and ensure our ideas become actions.

Serve our West London community

We are here for the people of West London, every decision we make and action we take should benefit our community.

HOW TO APPLY

To apply for the role of Independent Non-Executive Director , please:

- Provide a cover letter indicating what you can bring to Lyric Hammersmith Enterprises, why it excites you, what you hope to gain from the post and how you meet the essential criteria in the description of the role.
- Your letter should be supported by a copy of your CV detailing your employment history and the key responsibilities held in relevant roles.
- Please send your cover letter and CV by email to jobs@lyric.co.uk and fill up online equal opportunities monitoring form: <https://lyric.co.uk/equal-opportunities-form/>

The deadline for receipt of completed applications is 10am on Tuesday the 10th of March 2026. Interviews will be held W/C 16th March 2026

If you would like to submit your application in another format or require this information pack in a different font or format, we would be happy to accommodate this. Please contact the Administration & HR Team on 020 8741 6822 option 2 or jobs@lyric.co.uk to discuss a suitable alternative. (Between 10:00am – 5:00pm, Monday- Friday)

For a conversation about the role with either the Lyric's Executive Director Amy Belson or Chair of the LHE Board Lycia Lobo please email Meghana.Shah@lyric.co.uk

DESCRIPTION FOR THE POST OF INDEPENDENT NON-EXECUTIVE DIRECTOR

Responsible to: Chair of the Lyric Hammersmith Enterprises Board

Salary: Unpaid/voluntary. These are volunteer roles, but travel expenses and any will be reimbursed.

Duration of role: 3 years, renewable for an additional two terms of 3 years

Time commitment: 6 days per year

MAIN PURPOSE OF POSITION

Lyric Hammersmith Enterprises Ltd (LHE) is the trading subsidiary of Lyric Hammersmith Theatre, established to undertake non-charitable trading activities and to generate sustainable earned income in support of the Lyric's artistic, charitable and community objectives.

The purpose of the role is to act as a Non-Executive Director of Lyric Hammersmith Enterprises, contributing to the strategic direction, governance and financial sustainability of the company. Directors are expected to bring independent judgement, commercial insight and sector experience to support the effective operation and long-term development of the Lyric's commercial activities.

Working in partnership with the Chair, fellow Directors and the Lyric's Commercial Director, Directors help ensure that LHE operates as a well-governed, resilient and values-led business, balancing commercial opportunity with risk, and supporting the Lyric's wider mission through strong trading performance.

Our most recent accounts can be downloaded from: <https://find-and-update.company-information.service.gov.uk/company/01425856/filing-history>

We are looking for individuals influence and authority, strategic thinking and sound judgement with particular expertise in the following areas:

- Food & beverage; contract management and/or proposition development
- Commercial venue hire
- Commercial asset & operational management

We are particularly interested in those who have a strong connection with the London Borough of Hammersmith & Fulham and/or West London.

PRINCIPAL DUTIES

- To contribute to the strategic leadership and oversight of Lyric Hammersmith Enterprises, ensuring the company is well-governed, financially sound and operating effectively as a trading subsidiary of the Lyric Hammersmith Theatre.
- To bring independent judgement and relevant commercial experience to Board discussions, supporting robust decision-making in relation to business planning, investment, risk and operational priorities.
- To review and challenge, where appropriate, the performance of LHE's commercial activities, ensuring that the Board has confidence in the sustainability, resilience and development of the business.
- To work constructively with the Chair, fellow Directors and the Executive Team to support the delivery of LHE's business objectives, while maintaining alignment with the Lyric's artistic purpose, values and reputation.
- To ensure that appropriate financial controls, risk management processes and governance arrangements are in place and operating effectively, in line with statutory and regulatory requirements.
- To contribute actively to Board meetings and any agreed sub-committees, bringing insight, curiosity and challenge as appropriate.
- To act at all times in the best interests of Lyric Hammersmith Enterprises and the Lyric Hammersmith Theatre, recognising the relationship between commercial success and charitable impact.

Relationship with the Lyric Hammersmith Theatre

- To understand and respect the role of LHE as a subsidiary company supporting the charitable objectives of the Lyric, ensuring that commercial activity enhances rather than compromises the Lyric's mission, values and public benefit.
- To act as an advocate for the Lyric where appropriate, supporting positive relationships with partners, stakeholders and the wider community.

PERSON SPECIFICATION

We are looking for active and engaged Directors with sound judgement and the ability to be outstanding advocates for the organisation.

Essential

- Demonstrable affinity for the mission and work of the Lyric Hammersmith Theatre
- Evidence of leadership skills and an understanding of the principles and practices of good governance
- The ability to contribute to the strategic development of Lyric Hammersmith Enterprises
- Strong desire to contribute to public life and commitment to the Nolan Principles of Public Life
- Strong interpersonal skills
- A collaborative and inclusive approach
- Resilient, with the ability to act with confidence, tact and authority and to be decisive under pressure
- Ability and willingness to devote necessary time and effort to the Lyric

Desirable

- An understanding of subsidised arts organisations and appreciation of the current challenges faced by the sector.
- Awareness of practical application pertaining to company compliance, control, regulatory and legal requirements

EQUALITY & DIVERSITY

The Lyric values and promotes diversity and is committed to equality and opportunity for all. We are working actively to be an anti-racist organisation. Everyone who works with us is required to comply with and actively promote our Equality, Diversity and Inclusion Policy, and no job applicant or member of our workforce will receive less favourable treatment on the grounds of age, disability, gender, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religious belief, sexual orientation, class or socio-economic background, trade union activity or political activity or opinion.

The Lyric Hammersmith Theatre has made a commitment that all applicants with disabilities who meet the essential criteria for this job will be invited to interview. We may use positive action, in cases where candidates are equally qualified, to increase the employment of under-represented groups at the Lyric.

The Lyric Hammersmith Theatre is proud to be a Disability Confident Committed Employer and supports parents and carers working in theatre.

LYRIC CONTACT DETAILS

If you have any questions about this role, you can contact the Lyric's Administration & HR Team on 020 87416822 option 2 or jobs@lyric.co.uk. (Between 10:00am - 5:00pm, Monday-Friday)

We look forward to receiving your application.