

Director of Finance

**Director of Estates and
Digital Infrastructure**

October 2025



Royal Conservatoire
of Scotland

LHH

RCS Ballet Showcase, credit Andy Ross

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*RCS Symphony Orchestra at the Glasgow Barrowlands
during Celtic Connections, credit Robbie McFadzean*

RCS Opera students in Haydn's
'L'Infedelta Delusa' credit Hope Holmes



Welcome

Rooted in Scotland but connected globally

Thank you for your interest in joining the Royal Conservatoire of Scotland (RCS).

The Conservatoire is one of the world's leading institutions for the performing and production arts. We are proud to be consistently ranked in the global top 10 of the QS World University Rankings for Performing Arts, reflecting the excellence, creativity and ambition of our students and staff.

Our community brings together dancers, actors, musicians, filmmakers, researchers, creative producers, educators and technical specialists, creating a vibrant environment of innovation, artistry and collaboration.

We now seek to appoint two outstanding individuals to join our leadership team at an important moment in our journey: a new Director of Finance, and a Director of Estates and Digital Infrastructure.

Our long-serving Director of Finance is retiring, and their successor will inherit a strong foundation on which to build. We need a finance leader who combines strategic vision with professional rigour - someone who can support our financial sustainability while ensuring that resources are directed where they can most enhance the student experience.

The Director of Estates and Digital Infrastructure is a new role, reflecting the opportunities facing the Conservatoire in the years ahead. We are seeking an innovative, creative and entrepreneurial leader who can help us make the most of our estate, shaping an environment that inspires staff and students alike, supports our sustainability ambitions, and strengthens our position in a fast-changing sector.

This is a challenging period for higher education and the arts, and we need leaders who will bring both resilience and imagination. At RCS, you will find an institution that is ambitious for the future, rooted in Scotland but connected globally, and committed to ensuring that the performing and production arts continue to thrive.

If you share our values and our passion, I encourage you to apply. I look forward to welcoming new colleagues who will help us shape the next chapter in the story of the Royal Conservatoire of Scotland.

With best wishes,

Professor Jeffrey Sharkey

Principal

Royal Conservatoire of Scotland



**View Our
Welcome Video**

*Professor Jeffrey Sharkey FRSE,
credit Robbie McFadzean*

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Director of Finance, Royal Conservatoire of Scotland



*Junior Conservatoire Students in
'The Snow Queen', credit Paul Watt*

Location - Glasgow
Salary - Circa £90,000

Contribute to a world-leading conservatoire

The Royal Conservatoire of Scotland (RCS) is one of the world's top 10 performing arts institutions, consistently recognised in the QS World University Rankings for Performing Arts. We are a vibrant, international community of artists and educators, training the next generation of performers, producers, teachers and creative leaders across music, drama, dance, production, film and education.

We are now seeking an outstanding Director of Finance to join our leadership team at a pivotal time. With an annual turnover of around £31million, and additional Trust assets of £28 million, this is a role of significant scale and influence.

The postholder will lead the strategic financial management of the Conservatoire, shaping and delivering a sustainable financial strategy aligned with our institutional priorities.

You will act as a trusted advisor to the Principal, the Conservatoire Senior Management Team, and the Board of Governors, ensuring that RCS continues to make sound financial decisions in a complex and evolving sector. You will bring the highest standards of financial stewardship while also supporting innovation, partnership and investment in areas that enhance our students' experience and long-term sustainability.

This is an exceptional opportunity for a qualified finance professional with strategic insight, intellectual rigour and commercial acumen. You will combine technical excellence with a collaborative and forward-thinking approach, using your analytical and problem-solving skills to guide decision-making and enable RCS to thrive in an increasingly challenging environment.

If you are inspired by the idea of contributing to a world-leading conservatoire at a time of transformation and opportunity, we would be delighted to hear from you.

Applications in the form of a tailored CV and covering letter, highlighting your skills and experience pertinent to the role, should be sent to ScotlandExecutive@LHH.com, arriving no later than **midnight on, Sunday November 9, 2025**.

For a confidential, informal discussion about the role, please contact LHH directly on **+44 (0)141 220 6460** or email ScotlandExecutive@LHH.com.

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Director of Estates and Digital Infrastructure, Royal Conservatoire of Scotland.



RCS's Renfrew St Building

Location - Glasgow
Salary - Circa £75,000

RCS - Combining heritage and ambition

The Royal Conservatoire of Scotland (RCS) is one of the world's top 10 performing arts institutions, consistently recognised in the QS World University Rankings for Performing Arts. We are a vibrant, international community of artists and educators, training the next generation of performers, producers, teachers and creative leaders across music, drama, dance, production, film and education.

We are now seeking a visionary and forward-thinking Director of Estates and Digital Infrastructure to join our senior leadership team at a pivotal moment in our development.

This new role reflects both the ambition and complexity of the Conservatoire's future. Reporting to the Principal, you will lead the strategic development, management and operation of the Conservatoire's estate and digital infrastructure - ensuring that our physical and virtual environments fully support our strategic goals.

You will provide leadership across estates management, capital projects, IT infrastructure, sustainability and facilities services. Working with colleagues across the Conservatoire Senior Management Team (CSMT), you will shape long-term plans for investment, renewal and innovation, ensuring that RCS continues to provide an inspiring, efficient and sustainable environment for students and staff.

We are seeking an accomplished leader with significant experience in estates management and capital development, ideally gained in a complex public or educational environment. You will bring an innovative and entrepreneurial mindset, capable of leading transformation and embedding sustainability and digital connectivity into every aspect of our operations.

This is an exceptional opportunity to join a world-class Conservatoire as we look to the future - combining heritage and ambition to create an environment that enables creativity to flourish.

Applications in the form of a tailored CV and covering letter, highlighting your skills and experience pertinent to the role, should be sent to ScotlandExecutive@LHH.com, arriving no later than **midnight on, Sunday November 9, 2025**.

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About

RCS - A creative ecosystem

The Royal Conservatoire of Scotland (RCS) is a world-leading centre of learning for the performing and production arts.

Based in Glasgow, we are proud to be consistently ranked in the top 10 of the QS World University Rankings for Performing Arts. This reflects the extraordinary talent of our students, the commitment of our staff and our enduring reputation as a global conservatoire.

Our mission is to inspire, train and empower the next generation of artists, creative producers, educators, producers and leaders for Scotland and the world. Each year, students from more than 60 countries choose to study at RCS, creating a richly diverse and international community.

We offer a distinctive breadth of disciplines: music, drama, dance, film, production, education and research, with students frequently collaborating across art forms in innovative and interdisciplinary projects.

We are proud of our role within Scotland's cultural landscape and of the global impact of our graduates. From stage and screen to orchestras, opera houses classrooms, communities and everywhere in between, our alumni shape the creative industries worldwide.

But RCS is more than a place of training and learning - it is a creative ecosystem. We are home to professional venues including the New Athenaeum Theatre, Stevenson Hall and Ledger Recital Room, hosting hundreds of performances each year. We also collaborate with national performing companies, local, regional and international, providing students with invaluable opportunities to perform, produce and learn within professional contexts.

The Conservatoire is committed to excellence, equity and sustainability. We are continually investing in our people, our curriculum and our estate to ensure that we remain at the forefront of performing arts education. At a time of change and challenge for the higher education and arts sectors, we remain ambitious and optimistic - building on our proud heritage while embracing new opportunities for the future.

Joining RCS means becoming part of an institution that is both deeply rooted and outward looking: rooted in the creativity and energy of Scotland and wired into a global network of artists and ideas.



*A Music Student in performance,
credit Hope Holmes*



*RCS ballet student Phoebe Watson photographed
at The Kelpies, credit Alistair Devine*

Director of Finance

The Role

The Royal Conservatoire of Scotland has an annual turnover of around £31million and net assets of £30million. The RCS Trusts together hold net assets of approximately £28million.

The Director of Finance is responsible for developing and delivering financial strategy and planning aligned to the Conservatoire's strategic plan. The role encompasses the planning, management and administration of all financial matters affecting the Conservatoire.

As a member of the Conservatoire Senior Management Team (CSMT), the postholder will play a major role in shaping the future direction and strategic activities of the Conservatoire. Working in partnership with colleagues across RCS, the Director of Finance will support the preparation of business cases for strategic projects, such as programme portfolio changes, partnerships and the financial sustainability agenda. You will enhance forecasting and modelling tools to support scenario planning and inform decision-making at institutional level.

You will also serve as Secretary and Treasurer to the RCS Trusts, providing high-quality budgeting, forecasting, administration and reporting to the Trustees.

Main Duties and Responsibilities

As Director of Finance, you will:

- Provide strategic financial analysis, advice and guidance to the Principal, CSMT and the Board of Governors.
- Ensure that the Conservatoire meets all responsibilities specified by its funders, particularly the conditions of the Financial Memorandum between RCS and the Scottish Funding Council (SFC).
- Ensure adequate financial controls and systems are in place, regularly reviewed and compliant with relevant requirements such as the SFC Code of Audit Practice.
- Plan and coordinate resource requirements for the Conservatoire's strategic plans, including developing and maintaining forecasting and modelling tools to enable informed decision-making.
- Manage the Finance Department, including direct line management of the Deputy Director of Finance and PA to the Director / Trust Administrator.
- Ensure compliance with all tax, National Insurance and PAYE legislation.
- Instruct legal and other professional advisers as required.
- Chair the Conservatoire's Risk Management Group.

RCS Jazz Orchestra, credit Robbie McFadzean



Director of Finance

The Person

Essential Criteria

- Recognised accountancy qualification and membership of the appropriate professional institute or association (CA, CIMA, ACCA).
- Explicit knowledge of trust and charitable body accounting requirements.
- Proven experience of directing a finance function and advising on strategic and operational decisions at senior level.
- Demonstrated ability to develop and implement financial strategy in a complex, fast-changing environment.
- Commercial acumen and sound judgement, with experience of managing risk.

- Experience of driving improvement using data and evidence to identify opportunities for greater efficiency and effectiveness.
- Excellent interpersonal and communication skills, with the ability to influence and persuade stakeholders at all levels.
- Strong analytical and problem-solving skills, with the ability to evaluate financial and business risk and develop pragmatic, actionable solutions.
- Proficiency in standard accounting and spreadsheet software for modelling, forecasting and statutory reporting.

Desirable Criteria

- Experience of working within the arts, higher education or conservatoire sector.
- Knowledge or experience of the Scottish funding landscape.
- Project management qualification or training.



**View Our
Welcome Video**



*Vocal Performance student Parker Milspaugh
near Loch Lomond, credit Alistair Devine*



RCS Symphony Orchestra, credit Hope Holmes

Director of Estates and Digital Infrastructure

The Role

The Director of Estates and Digital Infrastructure is a new senior leadership role responsible for the strategic development, management and operation of the Conservatoire's estate and digital infrastructure. This includes property management, capital projects, sustainability, IT and facilities services.

The postholder will ensure that the Conservatoire's physical and virtual environments fully support its strategic goals while meeting all legal, environmental and financial standards. As a member of the Conservatoire Senior Management Team (CSMT), you will play a key role in shaping the Conservatoire's future direction and operational priorities.

You will oversee a complex facilities operation and lead the development and implementation of the Conservatoire's estates and digital infrastructure strategies. This includes preparing and monitoring long-term facilities and infrastructure plans within the context of the Conservatoire's overall strategic plan.

You will lead a multidisciplinary team covering estates, IT, and sustainability, providing both strategic vision and operational leadership to ensure RCS's estate - including a suite of busy performing arts venues - remains fit for purpose and delivers best value.

Main Duties and Responsibilities

Leadership and Governance

- Provide strong leadership to the Estates, Facilities, IT and Sustainability teams, fostering a culture of excellence, innovation and continuous improvement.
- Advise the Conservatoire Senior Management Team on estates, digital infrastructure and capital investment strategies.
- Uphold and strengthen governance procedures to ensure full compliance with all legal, statutory and regulatory obligations affecting the estate and IT infrastructure.

Strategic Planning

- Lead the development of strategic plans for maintenance, IT infrastructure, digital transformation and sustainability.
- Drive long-term strategic estate and infrastructure planning aligned with RCS's growth aspirations and future needs.

Estates and Facilities Management

- Oversee and continuously improve estate policies and operations to ensure optimal use of facilities and that all buildings remain fit for purpose.
- Lead the Facilities team, ensuring effective delivery of maintenance, cleaning and security functions.

Digital Infrastructure

- Lead the IT Infrastructure team to ensure that systems and networks remain fit for purpose and capable of supporting the evolving needs of the Conservatoire.
- Oversee the development of IT systems within available budgets, ensuring value for money.

You will also play a leadership role in:

- Capital Projects
- Space Planning and Utilisation
- RCS's Commitment to Sustainability and Net Zero

Director of Estates and Digital Infrastructure

The Person

The Royal Conservatoire of Scotland is seeking a dynamic and forward-thinking leader to shape the future of its estate and digital infrastructure. You will bring the strategic vision, professional expertise and leadership capability to ensure that RCS continues to provide an inspiring, efficient and sustainable environment for creativity to flourish.

You will be an experienced estates and infrastructure professional with a strong record of achievement in a complex organisation, ideally within the public or education sectors. You will combine a deep understanding of estates and facilities management, capital development and compliance with the ability to think strategically about how physical and digital spaces support learning, performance and innovation.

A confident and collaborative leader, you will be skilled in building strong relationships and influencing colleagues at all levels.

You will bring demonstrable experience of managing capital projects, budgets and procurement, and a thorough understanding of relevant statutory and regulatory frameworks. You will also be adept at embedding sustainability and net-zero principles into planning and operations, ensuring that the Conservatoire's future growth is environmentally responsible and financially sustainable.

While direct experience in the performing arts or higher education would be an advantage, it is not essential. What matters most is your ability to combine technical excellence with creativity, innovation and pragmatism - qualities that reflect the spirit of the Royal Conservatoire of Scotland itself.



View Our
Welcome Video



RCS piping student, credit Hope Holmes

Conditions & Remuneration



RCS Filmmaking student, credit Richard Walker

Director of Finance

Salary: Circa £90,000

Place of Work: Glasgow

Director of Estates and Digital Infrastructure

Salary: Circa £75,000

Place of Work: Glasgow

Benefits

Both roles offer benefits such as:

Pension

All eligible staff are automatically enrolled into the appropriate pension scheme when they join the RCS. The available pension schemes are Strathclyde Pension Fund, Teachers Pension Scheme (both defined benefits schemes) and UCRSS.

Annual leave entitlement

Annual leave entitlement of 30 days a year. The Conservatoire also has 13 public holidays, some of which are flexible and some of which are fixed.

- Season Ticket Travel Loans
- Training, Learning and Development

Discounts

Free tickets (where available) for RCS staff use for most events promoted by the RCS. Ticket offers for RCS and other Glasgow organisations sometimes include discounted rates for other companies.

Staff receive discounts for RCS short courses, Junior Conservatoire and credit rated short course programmes for themselves and family members.

- Access to RCS Library Resources
- Tech Scheme to purchase technology and repay the cost of the purchase over a 12 month period, interest free

Wellbeing Benefits

- Employee Assistance Provision (EAP)
- Cycle to Work Scheme
- Eye Care
- Occupational Health

Timescales for both roles

Closing date for applications:

Midnight, Sunday November 9, 2025

Interviews:

Director of Estates and Digital Infrastructure:

Thursday December 4, 2025

Director of Finance:

Friday December 5, 2025

How to Apply

To apply for the post, please send a tailored CV and covering letter to ScotlandExecutive@LHH.com by midnight on Sunday 9 November, 2025.

Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact Fizza Islam, LHH on +44 (0)141 220 6460 or email the above address.

Equality and Diversity are of central importance to our working ethos. Performance is our purpose at the Royal Conservatoire and the nurturing and development of the individual creative potential inherent in each member of our community, staff and students alike, lies at the very heart of our efforts. In turn, this means that the unique identity of every single individual who works or studies here is valid and is valued and respected. Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.

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