



DUBAI COLLEGE
A tradition of quality in education

Director of Music

Required for September 2017

Vacancy Information



Admiral James Stavridis, Former Supreme Allied Commander of NATO, Guest Speaker

Director of Music

The Post

Music is an integral part of life at Dubai College. Many of our students consider it one of the most important elements of school and they depend upon an impressively rich, diverse and high quality range of musical opportunities in order to fulfil their desire for a truly holistic education. As a consequence the College is seeking to appoint an outstanding musician and teacher with specific responsibility for overseeing the Music Department. The Director of Music will lead the department through effective day-to-day management and longer term development planning. They will take overall responsibility for the successful running of the department through their management of the team, whose main responsibility is to maximise student outcomes through inspirational teaching and effective use of the school systems for tracking, monitoring and intervention. However, the Director of Music will also need to spearhead the development of all genres of music within the College by enhancing the broad and imaginative range of extra-curricular activities already on offer.

When you consider that the Music Department produced some 20 concerts in the last academic year alone you will understand that the successful candidate will need to have an exceptional work ethic and an unstinting desire to see music and musicians of all ages and abilities flourish at the College. The Director of Music will need to be an inspiring musician, teacher and leader of choirs and ensembles. This person will be responsible for representing Dubai College throughout Dubai, the region and the world in competitions, events and gatherings in a way that no other member of the College staff will experience. Their commitment to the role and their subject, the College, and their students must be second to none. The role is available from September 2017.

The successful candidate will have:

A good honours degree in music and a PGCE qualification

An outstanding knowledge and understanding of all forms of music

A strong track record of academic success (preferably

in a highly selective coeducational school)

Experience in preparing and securing students places at leading universities and conservatoires worldwide

The ability to manage a department of well qualified teachers

Proven inspirational leadership skills in a demanding and dynamic environment

Teaching skills which enable learners to achieve relative to their prior attainment, making progress as good as, or better than, similar learners nationally

It would be an advantage if the successful candidate had:

A postgraduate degree in music

Experience teaching a highly academic subject to students of varied nationality and cultural background

Experience as an examiner for a UK examining body

In addition the post holder must:

Be able to demonstrate a clear positive impact on teaching and learning both in the classroom and a wider environment

Be an enthusiastic and innovative teacher with a genuine love of the subject, who can motivate and inspire students of all abilities using a wide range of teaching strategies

Be a positive role model to students and staff, modelling effective strategies to them

Be a successful leader who has a strong track record of bringing about effective and collaborative change in a variety of contexts including forging successful links with the community outside of the immediate school environment

Be committed to his or her own professional development, and in particular to the use of IT as a tool for teaching and learning

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Be ambitious, energetic, enthusiastic and able to plan independently and collaboratively for the further development of the subject and the school

Share responsibility for the safeguarding of students

Be empathetic to the ethos of the College

Be willing to immerse themselves in the College's extensive extra-curricular programme and general life

To ensure that teachers are aware of the implications of all school policies

To produce and monitor the department's development plan, including relevant analyses

To ensure that the department keeps abreast of developments in the use of IT and follows the whole school literacy policies

To oversee the organisation of teaching group arrangements and composition

To oversee entries at GCSE and A Level

To monitor the effective use of resources, including learning support

Job Specification

The key responsibilities of the Director of Music will be:

To ensure that our extensive and high quality programme of extra-curricular musical activities is maintained in order to enhance the work of the department and the opportunities available to students

To oversee the day to day running of the Music Department

To provide systematic stretch and challenge in a highly selective school through a comprehensive programme of teaching running from Year 7 through to preparation for Oxbridge, the top 30 US colleges or specialist music institutions

To ensure that schemes of work are continually reviewed, updated and amended in terms of content, resources, assessment and recording

To ensure appropriate and differentiated delivery of all courses, providing leadership and support to the teaching team

To monitor students' progress and review and develop strategies to address under-performance and raise overall achievement, including the use of assessment through regular testing

To be the initial point of contact for dealing with issues relating to the performance of department staff

To lead departmental policy making and development

To be aware of and implement all relevant school policies

In terms of Student Achievement the Director of Music must:

Be responsible for quality control in the department by collecting and analysing all data available on students' progress in the subject, linking these to the school assessment and reporting calendar and systems

Ensure that students show sustained improvement in their subject knowledge, understanding and skills in relation to prior attainment in music

Set high standards for the behaviour of students in all disciplinary matters in line with the school's behaviour and discipline policy

Ensure the effective development of individual and collaborative study skills which are necessary for them to become increasingly independent learners in and out of school and which allow the transfer of skills between subjects

Inform the Head of Years regularly of the progress of students and ensure that reporting to parents is undertaken on time and accurately

Ensure adherence to the school's policies and procedures



The Music and Drama Department's musical production *West Side Story* in 2015



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In terms of teaching and learning the Director of Music must:

Ensure continuity and progression by choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through agreed schemes of work, developed in line with the development plan, supporting colleagues where relevant

Ensure all department members provide interesting, stimulating and challenging lessons

Keep abreast of changes and developments in the field of music, ensuring these have an impact on teaching and learning where appropriate

Review regularly and ensure that the specifications, schemes of work and teaching methodologies of the department are formulated in line with subject developments

Establish clear targets for achievement in music and evaluate progress through the use of appropriate assessments and regular data analysis

Evaluate the quality of teaching in the department through observation and by the monitoring of planning and analysis of students' work

Identify areas of outstanding practice and ensure that this is shared systematically throughout the department and the school

Identify areas for improvement and ensure that staff are supported in order to achieve these

Develop effective links with the local community

Use their own classes as an example of high quality teaching and learning in the subject

Encourage the use of display in all subject rooms and adjoining areas by using student work and achievement, and maintaining a sense of order and tidiness

Be responsible for leading and developing any staff in the department

The Department

The Dubai College Music Department is an extremely busy, lively and exciting department, which is proud both of its academic successes and the high quality of its extra-curricular work. Music is set within the Creative Arts Group together with Art, Drama, Design and Technology, and P.E. The department is comprised of the Director of Music, two full-time music teachers, one full-time piano teacher/accompanist and fourteen part-time instrumental staff.

Students in Years 7 – 9 receive one 50 minute lesson per week in music. In Year 10, students may opt for GCSE Music and at this level the subject is popular. In 2016 - 2017 there are 30 students studying GCSE Music in Year 10 and 24 in Year 11. Many students continue with their studies to AS and A level.

Tuition for instrumentalists is offered on an individual and private basis tutored by fourteen part-time members of staff. Instrumental lessons rotate during the normal school timetable. At present more than 250 students receive lessons in the school instrumental programme. The school is the local representative for ABRSM examinations and we encourage all of our students to take part in these where appropriate.

A large number of extra-curricular activities are run by the department. Instrumental groups include senior and junior guitar groups, flute choir, clarinet choir, saxophone quartet, brass ensemble, two string quartets, senior and junior string ensembles, chamber orchestra, intermediate band, concert band and jazz band. In addition we run junior and senior choirs and an award-winning chamber choir.

Dubai College also runs a successful Beginner Band programme allowing Year 7 students to learn a new instrument for one year. Last year 42 students took part in this programme which produced many promising musicians. All ensembles practise on a weekly basis and perform regularly in school events. This year we have already performed in 20 concerts and events.

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Students also take part in the annual Young Musicians of the Gulf competition in Bahrain with over 20 of our most talented young musicians taking part in this year's competition. Honoured to be the most successful participating school, we dominated last year's competition with 50% of finalists being from Dubai College.

The College has an excellent reputation for large and small-scale productions. In recent years we have worked with the Drama Department to stage the full versions of *Les Misérables*, *Evita* & *Hairspray*. In 2015 our production was *West Side Story*, which we performed in the original version with a 30-piece orchestra.

The Department is housed in an impressive purpose-built Music Centre which includes a recital/rehearsal hall, two classrooms with adjoining practice rooms and a number of instrumental teaching rooms and practice rooms. In 2014 the College invested in 24 new iMac computers with Sibelius 7. In addition the College has a 900+ seat auditorium which provides an outstanding venue for musical performance. Recently we have invested in a Wenger acoustical shell to enhance the sound-quality of our acoustic performances.

The College

Dubai College is an independent, coeducational, not-for-profit, selective school following an adapted English National Curriculum. The College was established thirty nine years ago and has a national and international reputation for the quality of its educational environment. The British Schools Overseas inspection of the College (conducted in January 2016) classified the school as 'Outstanding' stating 'It represents the very best of British education whilst, at the same time, respecting and celebrating the local culture in Dubai'. The key strengths of the school were identified as the progress and attainment of the students; the teaching, learning and assessment; the curriculum; relationships across the school and sense of community; personal development of the students and leadership across the school. The number of students on roll is currently 887 and comprises students in the 11 to

18 year age range with more than 250 in the Sixth Form. The College operates an eight form intake of 160 students in Year 7. Approximately 60% of the students are British, but over forty additional nationalities are represented.

The GCSE and A Level courses followed are those of one of four examination boards (EDEXCEL, AQA, WJEC and OCR). Examination results at both GCSE and A Level are consistently outstanding and place the College in the very highest echelons of English-curriculum schools worldwide. In 2016 Dubai College's A Level performance was comparable to the 7th best coeducational state school in the UK. In comparison to coeducational independent schools we would be ranked 17th this year compared with 22nd in 2015. Compared to all schools we would be ranked 14th versus all state schools and 41st against all schools according to The Telegraph. At GCSE Dubai College's performance was comparable to the 2nd best coeducational state school in the UK compared with the 3rd best coeducational state school in 2015. In comparison to coeducational independent schools we would be ranked 10th this year compared with 12th in 2015. Compared to all schools both single sex and coeducational we would be ranked 45th versus all independent schools and 17th against all state schools. We are yet again the top performing school in the United Arab Emirates achieving 82.1% A*/A grades at GCSE and 65.7% A*/A grades at A Level.

Classes are small and the facilities, resources and teaching environment are of a high quality. We place an emphasis on academic rigour and innovative learning approaches as well as stressing the importance of the flourishing extra-curricular programme. The College has developed a very strong regional and international reputation for Drama, Music and Sport. The College is also a member of HMC, COBIS (Council of British International Schools) and BSME (British Schools of the Middle East). There are also good opportunities for professional development.

The College occupies a very pleasant site (located very near to the iconic Burj Al Arab and Palm Island developments) and attracts students from the whole city. Over the years

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excellent facilities have been developed. Nearly all rooms have interactive whiteboards and there are extensive computer facilities throughout the school. The College is fortunate in having its grass playing fields and other sports facilities located on site. We have a state-of-the-art auditorium which is capable of seating over 900, the Sixth Form centre underwent significant expansion and redevelopment in 2014 and this year we have opened a new extension to the science block reasserting its position at the heart of the school. A new sports pavilion was completed in 2015 and we are about to embark upon the systematic overhaul of every classroom in the school.

Ethos

As a College we are aiming to engineer balance in the lives of students who are academically very gifted. There is no blueprint for a Dubai College student rather we are aiming for students to discover for themselves who they are and who they want to be. By creating a wealth of opportunities for students to participate in as broad a range of experiences as possible whether they are sporting, creative, philanthropic or academic, we are enabling them to discover their own place within the school community and in time within the world outside. We never lose sight of the fact that our academically gifted students aspire to perform as well as possible in public examinations and we continuously champion the academic. However, the ability to work as a member of a team, to manage set-backs and failure and to recognise personal strengths and weaknesses will be as important in enabling them to live their life with integrity and is consequently a core focus of what we do here. As a result our students leave us as confident individuals with the knowledge, skill set and outlook to succeed at the very best universities and eventually in their chosen, often very challenging, career paths.

When asked what standards we expect of one another as professionals DC staff demonstrate a real sense of vocation, that working at Dubai College is not a job but a lifestyle choice. Teachers believe strongly that they should be able to fulfil their academic responsibilities to

their students and must be accountable for the outcomes of every one of their students. The next most important expectation of staff at Dubai College is that they should embrace whole school life and contribute fully to the extra-curricular programme both during and after school hours. Working at Dubai College is intense; it is not a 9-5 job and for it to continue to feel like a real community staff must be willing to give freely of their time in exchange for working with exceptionally gifted students. Staff believe they should also display excellent professional courtesy to one another and their students: every subject is on the timetable for a reason and no-one should speak out of turn about somebody else's academic discipline, we work in an Islamic country and staff should dress in accordance with the local culture (as one member of staff put it "if you can see up it, down it or through it then don't wear it!") and staff should treat one another and their students as they would hope to be treated themselves. Staff also feel that they each have a responsibility to go beyond the baseline: the national curriculum is a jumping off point not an end goal, an exam syllabus is a dot to be joined up to a bigger picture, the working day is the start but not the end of a day's work, an ALIS prediction is a minimum for a student to achieve. As practitioners staff feel they should be looking to develop, to enthuse, to inspire, they should be craftsmen with a passion for their subject and whatever their position in the school they feel they all ought to feel equally responsible for the outcomes of the College. As members of a school which feels more like an extended family than an institution we hope to educate well-mannered citizens who are empowered to fulfil their aspirations. The "not-for-profit" structure of our organisation perfectly embodies our ethos: everything is invested in the school and the students with nothing left over.

While this all sounds ideal it is important to understand, however, that Dubai College is not perfect. The post itself is an extremely challenging one and the College is tremendously busy. If you dislike hard work – sacrificing many weekends and evenings for the sake of the students – and are concerned by teaching highly able, intellectually demanding students, this post is simply not for you.



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Equally it must be clearly understood that the College is passing through a significant period of change and we are in a new phase of the College's development cycle. We are updating our learning approaches, facilities, policies, curriculum and IT capability. The successful applicant must both embrace and play their significant part in contributing to this change but without damaging, in any way, the core essential ethos of the school. It should be noted that, although we certainly embrace change, we do not run with every innovation emanating from the UK – we cherry-pick initiatives that suit our selective and highly able student body.

The College really does have a great feel about it. It already has an exceptionally strong local and regional reputation and now is the time for us to be recognised as a centre of excellence on the global stage. If you feel you have the potential to contribute to this aim then we would very much like to hear from you.

Remuneration

Dubai College offers an excellent remuneration package and the opportunity to work with our dynamic, highly qualified team in very pleasant surroundings with excellent facilities. The package will be discussed at interview.

How to apply

For further details about the College please visit our website: www.dubaicollege.org. You may also wish to follow us on Facebook, Twitter, Flickr and YouTube.

Applications will be accepted via the TES Hirewire website. For further details about the College please visit our website - www.dubaicollege.org. The deadline for applications is Thursday, 1st December 2016.

Dubai College is committed to safeguarding and promoting the welfare of young people and operates child protection screening which includes checks with previous employers and Disclosure & Barring checks.



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