**SISTEMA SCOTLAND**

**POST:** DIRECTOR OF MUSIC

**REPORTS TO:**  CHIEF EXECUTIVE OFFICER

**BASED:** HEAD OFFICE: RAPLOCH COMMUNITY CAMPUS,

STIRLING, SCOTLAND

Regular travel to all Big Noise centres in Scotland will be required

**SALARY**: NEGOTIABLE; Based on experience c £52,500 per annum pro rata

**DAYS OF WORK**: 4 or 5 days a week

Flexible working arrangements can be considered

**TENURE**: Permanent post

**LEAVE:** We offer the equivalent of 8 weeks paid holiday per year (pro rata for part time staff); 4 of these weeks are set when we operate shut down periods over Christmas and New Year, and the first 2 weeks of August. The other 4 weeks of the year staff can take in agreement with their line manager.

We also offer the equivalent of up to 2 weeks unpaid leave per year to allow staff to benefit from other work and commitments throughout the year should they choose to do so.

**PENSION:** After a 3 month probationary period, staff can join a contributory pension scheme where Sistema Scotland will match employee’s contributions up to 5%.

**HOW TO APPLY**: **See full details on page 7 of this document.**

**Sistema Scotland’s vision is to transform lives with music**

We deliver on our vision through the creation of Big Noise programmes within communities. Big Noise programmes are multi - faceted and immersive music education and social development programmes which use the orchestra as a learning community. We currently run programmes in Raploch, Stirling; Govanhill, Glasgow; Torry, Aberdeen and Douglas in Dundee.

For more information, please see our website www.makeabignoise.org.uk

**The Director of Music Role:**

We are looking for an inspirational individual to lead on the musical and educational vision, advocacy, curriculum development and programming at Sistema Scotland.

You will have a distinguished reputation as a performer and educational leader and will be required to oversee the highest standards of delivery across all Big Noise Centres

You will be the musical leader for the organisation; inspiring the team of musicians, connecting with partners and stakeholders, and looking to develop new relationships to support Sistema Scotland’s long term goals.

You will be a key member of the Sistema Scotland Leadership Team, responsible to the CEO and communicating regularly to the Board. You will also working closely with other managers within the team (HR, Finance, Marketing & Communications, Fundraising, Big Noise Centre Team Leaders etc) to drive forward the core values of the organisation.

You will be responsible for the continued development of a curriculum that is accessible and rooted in thorough pedagogical research and best practice. You will be responsible for the artistic direction of the organisation as well as external advocacy for the programme, communicating passionately the role that music and the orchestra can play in developing holistic and transformational changes for individuals and communities throughout Scotland.

We are ambitious for the children we work with, and we are looking for someone who can match that ambition with experience, drive and commitment.

**The Team:**

We currently employ approximately 110 staff across our four Big Noise centres and Sistema Scotland’s core team. We also have a team of volunteers and cover musicians (freelance) in each centre. The successful applicant will work directly to the Chief Executive Officer and will join the core leadership team, supporting the Big Noise Team Leaders and centres.

**1. PRINCIPAL RESPONSIBILITIES**

* 1. To uphold and develop the vision, ambition and direction of Sistema Scotland’s Big Noise Centres.
  2. To inspire and lead a dynamic team of musicians and wider staff team, ensuring successful delivery of the Big Noise programmes in each location.
  3. To lead on the continued vision and development of an ambitious and inclusive music education curriculum for the Big Noise programmes across Scotland.
  4. To communicate with conviction evidence of the impact Big Noise programmes are having in Scotland.

**2. FURTHER SISTEMA SCOTLAND AND BIG NOISE INFORMATION**:

Please visit our website at [www.makeabignoise.org.uk](http://www.makeabignoise.org.uk).

**3. PRINCIPAL DUTIES**

To direct and shape the delivery of Big Noise Centre programmes by:

* 1. Mentoring Team Leaders and contributing to the programme development of each Big Noise centre
  2. Mentoring and shaping the work plans of Curriculum Leaders on an ongoing basis
  3. Demonstrating leadership by inspiring and motivating children, families and the wider community to be part of the Big Noise programme
  4. Inspiring and motivating the Big Noise teams, building on existing collaborative practices
  5. Leading on the curriculum development planning and delivery
  6. Leading the internal curriculum working group, which oversees the formation and delivery of the curriculum development plans
  7. Setting curriculum rationale, outcomes, skills development plans and repertoire for the children and Big Noise programmes for the coming years
  8. Supporting Big Noise centres in allocating staff teams to specific children, ensembles, and delivery areas based on best use of skills, and the needs of the children
  9. Ensuring a framework is in place for assessing and reviewing progress of the children on an ongoing basis with the Big Noise teams
  10. Continuing to implement ongoing review of learning and teaching practice by the organisation.
  11. Ensuring a framework is in place for appropriate training and development for all musicians within Big Noise centres
  12. Representing the organisation externally on national and international music and educational committees.
  13. Continually researching emerging pedagogical practice that is beneficial for the development of the programme
  14. Providing leadership for artistic and curriculum decisions for the Big Noise teams whilst nurturing and encouraging creative input and development.
  15. Providing leadership for artistic programme of major external events and contributions by the Big Noise orchestra and programmes.

This person will also be required:

* 1. To be a positive role model and consistent source of support for the children in the programmes.
  2. To embrace flexible working schedules as determined by the nature of the needs of the communityand programme activity and development.
  3. To deliver training to staff members, parents, local authority workers and other individuals and organisations as appropriate
  4. To support the development of national and international links and cultural exchanges.
  5. To cooperate fully and support the work of any external evaluators and researchers commissioned to work on the programme.
  6. To cooperate fully and support any filming and documenting of the programme and represent  the organisation at performances and with the press and media.
  7. To undertake such other responsibilities as shall be assigned from time to time by the CEO.

**SISTEMA SCOTLAND**

**DIRECTOR OF MUSIC**

**PERSON SPECIFICATION**

## Knowledge AND QUALIFICATIONS

ESSENTIAL

* Extensive experience and knowledge of music education including different pedagogies, teaching styles and models
* Educated to degree level or equivalent.
* Professional standard of instrumental playing and a good knowledge of all orchestral instruments.
* Sound knowledge of beginner and intermediate level teaching techniques on a variety of instruments.
* Sound knowledge of variety of music teaching methodologies.
* Understanding of the benefits that a social programme such as Big Noise has
* Understanding of orchestral arranging

DESIRABLE

* Knowledge of child development and psychosocial issues relating to effects of multiple deprivations.
* Knowledge of the Scottish music and education policy context
* Professional teaching qualification
* Proven commitment to personal and professional development.
* Training or professional development in leadership techniques / people management.
* Extensive experience of conducting children’s and youth orchestras

## Experience

ESSENTIAL

A track record of success of:

* Leading and developing artistic teams
* Extensive experience working with children in a music education and / or community music context.
* Delivering instrumental lessons, including to young children and beginners, in individual and small group settings.
* Professional performing
* Working within a challenging and high-pressure environment.
* Interest in using the arts as a tool for social development.

DESIRABLE

* Experience of working with children and young people with emotional and behavioural problems.
* Experience of working in areas of multiple deprivation.
* Experience and training in positive behaviour management and motivation techniques.
* Partnership working with local, national and international organisations.
* Experience of outreach work and delivery of community learning and development work.
* Experience of project management.

## SKILLS & ABILITIES

* Proven track record of ability to lead and work as part of a dynamic team.
* Excellent communication skills with children and adults.
* Ability to motivate and inspire all learners, regardless of ability.
* Excellent organisational skills and ability to manage a high-pressure work load.
* The ability to monitor and evaluate a team of highly skilled musicians, and develop their teaching skills.
* The ability to monitor and evaluate children’s development and progress.

**PERSONAL QUALITIES**

* Inspirational and visionary.
* A passion for music and its transformative power for children and the wider community.
* Dedication and focused on delivering the key objectives of the organisation.
* Socially motivated.
* Ability to demonstrate a national perspective and awareness, whilst remaining community focused.
* Creative and innovative.
* Belief in opportunities for all, and high expectations for all.
* A commitment to inclusive practice.
* Strength of character and a sense of humour.
* A belief in and determination for others to succeed.

**OTHER QUALITIES**

* Ability to work flexibly, in the evenings and at weekends as appropriate. Travel will be required regularly within Scotland for this role.

**HOW TO APPLY:**

To apply for this role you must complete our online application form at [www.makeabignoise.org.uk/jobs](http://www.makeabignoise.org.uk/jobs), where you will also find a full job and person specification (no CVs or agencies please). As well as detailing your qualifications and work experience, you will also have the opportunity to explain why you are interested in working for Sistema Scotland and how you meet our requirements as detailed in the job/person specification.

On the application form we will also ask you to give us the names and contact details for two referees, one of these should be your current or most recent employer (please state if you would prefer us not to contact your current employer until you are provisionally offered the role).

As detailed in the job advertisement, the deadline for submission of applications is  **Monday 2nd July 2018 at 10am**

For any additional information please e-mail hr@sistemascotland.org.uk or telephone 01786 475349.

The successful applicant will be subject to PVG check although having a criminal record will not necessarily be a bar to working with Sistema Scotland.