



Assistant Director of Music

September 2018



WORTH
SCHOOL



WELCOME

At Worth, the ideals of the family run through everything we do: we celebrate achievement with joy; we value listening and tolerance; we see the importance of each and every person. Worth is a place where we seek to uncover and ignite children's passions and talents—we offer education with heart and soul, and this gives Worth a difference that sets us apart. I invite you to visit us and see how the warmth of the Worth community allows boys and girls to thrive within the classroom, on the sports field, in the creative arts, and within their friendships. You will meet pupils nurtured by both the richness of Benedictine tradition and the best that modern education has to offer.

Stuart Meyhew

ABOUT THE SCHOOL

Worth is a leading, independent, co-educational Catholic school of around 600 pupils, aged between 11 and 18—the majority of pupils are boarders but there is also a strong contingent of day pupils. The School occupies a stunning rural location, with a campus of 500 acres, enjoying spectacular views across the Sussex Downs. The location lends the school an air of exceptional tranquillity and beauty. At the same time, Worth is very conveniently located: London is thirty-five minutes by train, and Gatwick Airport, Three Bridges Station and the M23 are all within six miles.





ACADEMIC

Academically, Worth prides itself on getting the very best out of its pupils. The School offers a broad academic curriculum, with a wide choice of GCSE subjects and the chance to study A Levels or the International Baccalaureate Diploma Programme in the Sixth Form. The majority of our pupils go on to gain places at the best universities, including Oxford and Cambridge. The School enjoys a strong reputation for supporting all pupils through their academic journey, and seeks to bring out the very best in them all.

CO-CURRICULAR

Worth has a long tradition of commitment to the performing arts. We have strong Music and Drama departments, and each year the School presents a full, varied and challenging programme of high-quality performances. The Art department has recently benefited from a multi-million pound refurbishment. An extensive games programme is in place, and a very wide range of other activities is offered within the extra-curricular programme including voluntary service and the Duke of Edinburgh award scheme. Over 50 clubs and societies are offered.





PASTORAL CARE

Outstanding pastoral care for every individual boy and girl is at the heart of Worth School. Our distinctive Benedictine tradition and concern for the well-being of each individual are lived out by the school community in its day-to-day existence.

A key characteristic is our aim of ensuring that all pupils learn to live in communion with one another and can find sanctuary within the School to develop as a person in their own right, fully conscious of their responsibilities to themselves, to others, and to God.

Every boy and girl, day or boarding, is a member of a House under the leadership of a House Master or House Mistress who, supported by their Deputy, has overall responsibility for the pupil's pastoral care and welfare. In addition, every pupil is assigned a Tutor with whom they meet regularly, formally and informally, individually and in groups, to review and support their progress, and to address issues raised through our extensive SMSC (Spiritual, Moral, Social and Cultural) programme. Every House also has a Chaplain and a Matron who manage the domestic affairs of the house and also provide further invaluable pastoral support.

House and School Prefects are given duties and responsibilities and act as role-models and guides for the younger pupils. The Medical Department provides 24/7 care and support and there is a professional counsellor, and a network of independent listeners, whom the pupils may contact. All pupils have the opportunity to contribute their views on their pastoral life through a School Council, House Councils, Tutorial meetings, and confidential appraisals and surveys.

The House system provides the community and sanctuary where pupils can grow in confidence and fellowship with one another. There are five boarding houses at Worth. Younger boarders share rooms so that they can learn to live alongside and support one another; most Sixth Formers have their own single study bedsits. Whilst the accommodation varies between the Houses, each Boarding House has common recreation areas, a library and a kitchen for the use of the pupils. All Houses have Wi-Fi and internet access. There are four day houses which provide study space and communal facilities for students from Year 9 upwards, and a junior house for all Year 7 and 8 day pupils.



STAFF

Worth has a very friendly, collegial and sociable Common Room with colleagues from a variety of backgrounds, some joining the school straight from university, others after taking a PGCE, or after having taught at other establishments. Some have taught in a boarding school before, others have not. What staff members have in common is enthusiasm for teaching and learning, a willingness to be involved in the broader life of a thriving and busy school, and a genuine commitment to the School's values and ethos.

The School offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision, enhanced pension contribution and discounted school fees for their children. Located in 500 acres of beautiful land, the School offers a community setting for employees, who live both off and on site. Employees have access to our facilities, including a golf course, gym suite and function rooms.



ETHOS AND VALUES

MISSION STATEMENT

Worth School welcomes its pupils into a Christ-centred education in goodness, truth and beauty, to form them in humility for service and leadership in a changing world.

Worth's origins are in the Benedictine monastic tradition, whose central tenets include hospitality, community, humility and a life lived in relationship with God. At Worth we want to educate boys and girls in the things of deep and lasting value to help give their lives real purpose. We think that to educate young people means to form them in their attitudes to themselves, each other and the world.

At Worth we recognise that everyone in our community is on a personal spiritual journey. Our experiences and relationships can be transformed on a daily basis by the power of God's love and by our response to that love. Our Benedictine tradition encourages young people to go on a journey of self-awareness and understanding—a journey in which they are supported by the entire community.

Worth's unique model of Chaplaincy involves a team of youth workers, The Forerunners, who work alongside monk chaplains to present an approachable, youth-oriented style of Christian formation and worship to the pupils each week in the Abbey Church and throughout the term at various other gatherings and service opportunities.

There is a vibrant, meaningful sense of purpose in the way the Worth pupils and staff relate to and put into action the School's ethos and values.



Music at Worth

Music plays an important role in the life of Worth. It is taught throughout Years 7 and 8, involving a rich and broad mixture of listening, playing and composing. We hope that students will develop a love and understanding of the subject that will continue throughout their lives.

From Year 9, students opt to study Music and there is a good take-up of the subject at GCSE. The Edexcel new GCSE course is designed to allow the study of music through a mix of performing, composing, listening and understanding, with plenty of opportunities for the use of music technology (using the Apple Mac Suite).

At A Level we offer the Edexcel courses for both Music and Music Technology, and Music is also available at IB Level (at both SL and HL). Students at this level are encouraged to develop their own areas of musical interest to the highest degree, whether as performers, composers or as potential academic musicians.

All those doing composition as part of their course are trained to use the Logic-Pro and Sibelius music packages. Our fully equipped Mac suite has allowed the teaching of composition for all levels to evolve and develop.

Our excellent A Level results prove the quality of the teaching and learning, as does the steady flow of our musicians who go on to read Music or Music Technology at university, some going on to higher degrees, or diplomas and a life in the musical profession. In recent years Worthians have won Choral, Organ and Instrumental awards at Christ Church, Hertford, Keble and Magdalen Colleges (Oxford), Clare, King's and Christ's Colleges (Cambridge), Edinburgh and Nottingham Universities, and at both Trinity and University Colleges Dublin. Former students have also gained places at Guildhall and Trinity Colleges of Music in London. Former pupils are also currently studying singing in Berlin and Rome (linked with membership of the Sistine Chapel Choir).





ASSISTANT DIRECTOR OF MUSIC

The Music Department at Worth is a thriving department with strong links within the School, with the Abbey and the wider community. For September 2018, the school seeks to appoint a highly motivated Assistant Director of Music, able to work within a range of contexts in the School, Abbey and beyond. The Worth Music Department has a reputation for excellence in academic music, and orchestral, choral and individual performance. It has a proud record of preparing pupils for the university study of music, including Choral, Organ and Instrumental Awards. Involvement in the community has always been an integral part of the department's life.

A key component of the department is the Schola Cantorum, which sings at School services on a weekly basis. The Schola has a wide-ranging repertoire and has had many successful tours over the years, including Rome and the Vatican in April 2016, when they sang with the Capella Sistina at a Papal Mass. The successful applicant will demonstrate a passion for their subject and be committed to developing and inspiring our students, and be inspirational in the realisation of Worth's vision. A willingness to contribute to other school activities in a thriving boarding environment would be an advantage.

The School offers its own generous salary scale and an enhanced benefits scheme including an employee assistance programme, meal provision and enhanced pension contribution. Employees have access to our facilities and benefit from free parking, social events and discounted school fees.

Applicants are required to submit a covering letter and complete an application form which is available, along with job details, on our website <http://www.worthschool.org.uk/vacancies.php>. Alternatively you can request an application form and job details from the HR Department: E: recruitment@worth.org.uk t: 01342 710217

Please quote reference: MUS/042/18 on your application and send via email or post to:

The Human Resources Manager, Worth School, Paddockhurst Road., Turners Hill, West Sussex, RH10 4SD

We are committed to the safeguarding of children. References will be taken prior to interview and DBS checks will be conducted on the successful applicant.

Closing date for applications: Midday, 9th February 2018*

*We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to submit an application as soon as possible.



Prepared: JR/LBB	Ref: Assistant Director of Music
Approved: Head Master	Revision: D Date: 18th January 2018

JOB PROFILE

Assistant Director of Music

REPORTING TO: Director of Music

PURPOSE OF JOB: Teach Music throughout the age range up to and including AS and A Level and International Baccalaureate (as applicable) and, supported by the Director of Music, take responsibility for aspects of performance music in the department.

KEY RESPONSIBILITIES

Assistant Director of Music

- Teach Music throughout the age range including at GCSE, AS and A Level and International Baccalaureate (as applicable).
- According to the candidate's areas of expertise, take responsibility for directing certain large ensembles within the school, in particular the School Orchestra.
- Organise and encourage small ensemble music in conjunction with the Director of Music.
- Assist the Director of Music in liaising with the Visiting Music Staff, with a particular focus on the candidate's area of expertise (for example, string teaching if the candidate is a string player).
- Assist in appointing and monitoring music scholars.
- Teach individual instrumental music lessons each week as required.
- Assist with the preparation of candidates for Music Theory examinations.
- Actively support the work of the department, including assisting with concerts and events and with the out-reach of the department to the local community and preparatory schools.
- Deputise for the Director of Music when necessary.

Teaching

- Teach classes to a very high standard of professional practice, with a view to ensuring that students acquire an abiding love of subject and that they secure excellent results in their examinations.
- Teach Music throughout the school including responsibility for external examinations including AS and A Level and IB.
- Promote the values of Worth as a Benedictine community of learners so that students acquire the values, attitudes, skills and knowledge needed to make a positive contribution to society.
- Set regular and appropriate preparatory and written work according to whole school and departmental policies.
- Correct, assess, grade and report on students' work in accordance with school systems and deadlines.

- Undertake, from time to time, various exam-related administrative tasks in support of the Music Department and as directed by the school.
- Attend staff meetings, assemblies, whole school church services, INSET days, parents' conferences and Speech Day.
- Act as a tutor to a group of students and meet with them weekly during the tutor period. In addition, support the events of the house to which the tutees are assigned
- Participate in duties on school days and on evenings and weekends as required, for example, at concerts and performances
- Conduct regular educational visits as appropriate.
- Invigilate examinations (internal and external) as reasonably requested by the Examinations Officer and in accordance with the regulations of the Examining Boards. Participate actively in the promotion of the school, e.g. during open days and through informal promotion to those outside.
- Uphold all school rules as well as the codes of conduct as laid down in the Staff Handbook.
- Engage fully with the extra-curricular life of the school, e.g. supervision of an activity or involvement in coaching or supervision of a sports team.

General

- Adhere to and ensure compliance with the school's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risk(s) to the safety or welfare of children in the school, these concerns must be reported to the school's Designated Safeguarding Lead or the Head Master.
- Ensure the provision of a safe and secure working environment, in keeping with legal requirements.
- Comply with both School and Abbey and departmental Health & Safety policies, procedures and risk assessments.
- Actively contribute to the continuous improvement process and the ongoing development of a quality culture, for example, changing behaviour and identifying and implementing improvements to processes and activities, and encourage others to do the same.
- Conduct from time to time, any other duties as may be required but within the scope of this job profile.

QUALIFICATION, EXPERIENCE AND KNOWLEDGE

<i>Essential</i>	<i>Desirable</i>
Educated to degree level in Music Experience of teaching Music up to A Level Working knowledge of ICT	Experience of orchestral and ensemble direction Proven administrative skills

Competency profile

Quality – Exemplify highest professional standards at all times.

Creativity – provide creative and practical solutions to meet students' needs.

Communication – actively listens and communicates ideas and information in a clear, concise and open manner.

Team working – proactively co-operates and interacts with colleagues in the department and across the campus.

Planning – prepare lesson plans to meet curriculum requirements and students needs.

Positive learning – ability to learn from own experience and take advice from peers.

This job description may be altered to meet changing service needs, and will be reviewed in consultation with the post holder.

This job description is indicative of the nature and level of responsibilities associated with this post. It is not intended to be exhaustive, other tasks and responsibilities may be allocated as necessary from time to time.

