



PERSON & POST SPECIFICATION(TEACHER)

Role:	Director of Music
School:	Whole College
Hours:	Full-Time
Contract:	3 years, to start in August 2022
Classification:	Academic Staff
Responsible to:	Head of College
Responsible for:	

TEACH **WORLDWISE.**TM

Dulwich College International (DCI) is a family of leading international schools in Asia. Across our schools, we are focused on nurturing every student to have the skills and motivation to thrive in life and make a positive difference in the world – that is, to **Graduate Worldwide.** To this end, we look to recruit the very best practitioners in international education who are passionate about unlocking the potential of our students, and who will continue to grow with us as Worldwide Teachers.

Our Vision For Teachers



Worldwise teachers:

- Put students first in all they do
- Display a positive attitude, adaptability and open-mindedness
- Show professional initiative and perseverance
- Are truly collaborative and display highly developed communication skills
- Are committed to internationalism and equity
- Are committed to sustainability and global citizenship



Worldwise teachers believe in:

- The right of every student to be safe, supported and nurtured
- Evidence-based and innovative pedagogy
- Personalised and differentiated student learning
- Setting high expectations for every student
- Empowering students to reach their own goals
- High levels of student motivation and engagement

A Worldwide teacher's practice:

- Maximises every student's opportunity learn
- Promotes student agency, reflection and a love of learning
- Delivers academic rigour and holistic learning
- Reveals the complex and inter-disciplinary nature of learning content
- Creates a supportive and dynamic learning environment
- Develops students' higher-order thinking

OUR PILLARS, OUR VALUES.

WORLDWISE		
<ul style="list-style-type: none">• We build bridges to the world to make a positive difference• We care for one another, our communities and our planet• We are connected• The future is always one step ahead, yet we are already equipped with the skills, courage, and compassion to navigate it with confidence		
STUDENTS COME FIRST	ONE FAMILY OF SCHOOLS	PIONEERING SPIRIT
<ul style="list-style-type: none">• I put students at the heart of my decisions• I listen to student voice and it is reflected in my practice• I challenge myself to constantly do better	<ul style="list-style-type: none">• I put the team's success ahead of my own• I partner across our Group to create new ideas• I build trusting, respectful relationships	<ul style="list-style-type: none">• I find creative ways forward• I seek out diversity of thought to inform rich insight• I turn ideas into actionable solutions



DULWICH COLLEGE SHANGHAI PUDONG'S STRATEGIC INTENTIONS.

STUDENTS COME FIRST	ONE FAMILY OF SCHOOLS	PIONEERING SPIRIT
<ul style="list-style-type: none">Students' development is prioritised through challenging programmes within our safe and respectful environment, which nurtures their overall wellbeing, enabling them to achieve their academic potential.	<ul style="list-style-type: none">Students, staff, and parents work collaboratively in our diverse and international community, in order to have a global perspective and be positive, compassionate contributors to society.	<ul style="list-style-type: none">Students have open and inquiring minds, and are encouraged to be creative, innovative, and reflective. As a result, students develop the knowledge, the courage, and the resilience to contribute effectively and confidently to an ever-changing world.

DCS believes that each employee makes a significant contribution to our success and that contributions should not be limited by the assigned responsibilities.

Therefore, this job description is designed to outline primary responsibilities but not limit the employee nor DCS to only the work identified. It is the expectation of the school, that each employee will offer his/her services wherever and whenever necessary to ensure the success of our organization.

POST-HOLDER DESCRIPTION OF GENERAL RESPONSIBILITIES.

The role of Director of Music is to be an adaptable, inspirational and innovative leader, who consults on, and establishes, a professional direction. The Director of Music is viewed as a genuine ambassador for Music and the College.

Key personal attributes and values will include: authenticity, integrity, and kindness, as well as the ability to communicate clearly, listen effectively, and manage an important area in a high-profile British International School. The Director of Music is a member of the College Leadership Team (CLT) (operational). The remit is wide, from a strong awareness of administrative and managerial micro-detail to a broader leadership understanding of the College's overall vision and purpose. An understanding of how music specifically complements and contributes towards the College's general development and ambitions is expected.

POST-HOLDER QUALIFICATIONS & EXPERIENCE.

- A BA degree in Music or equivalent
- A PGCE or equivalent in a related subject
- At least 2 years' experience teaching music
- IGCSE and/or IBDP experience is desirable



POST-HOLDER SPECIFIC RESPONSIBILITIES.

Leadership:

- 1) Lead the development and strategic direction of Music (Performance) throughout the College, in consultation with the Head of College
- 2) Lead and advocate for Music, ensuring its high profile in the College and wider community
- 3) To create a vision, sense of purpose and pride in the Department
- 4) Lead the Heads of Music for each school as well as the Head of the Instrumental Programme
- 5) Leading and managing staff involved in all the co-curricular programme, which includes the choirs, ensembles, orchestras and ITP
- 6) Lead, plan and produce a programme of high quality concerts and other musical events throughout the year
- 7) Working with the Whole College CCA Coordinator to ensure that music is effectively prioritised and balanced
- 8) with other school activities

Management & Administration:

- 1) Manage the Whole College Music budget with consistency and fairness
- 2) Review and order resources as appropriate, such that they continue to meet the performance and instrumental needs
- 3) Maintain the environment and general resources to a high standard
- 4) Communicating for the department when related to performance, organising events, promoting music
- 5) Actively encourage student participation in musical activities
- 6) Management of the music fixed assets (instruments)
- 7) Management and supervision of allocated department Assistants, where appropriate.
- 8) Liaison with the Health and Safety Officer to ensure that all departmental learning environments meet our health and safety guidelines
- 9) Ensure the safety of staff, students and visitors in accordance with the Health and Safety objectives of the school and department
- 10) Organising and chairing Heads of Music meetings, keeping records and minutes
- 11) Lead priorities and goals within the subject improvement plan, which must complement the College Development Plan

Teaching & Learning:

- 1) Lead and role-model effective pedagogy in the department, developing a consistency of high quality student-experience between teachers within the department, resulting in all students making excellent progress in relation to their individual music potential
- 2) Lead the music ambassadors in evolving student agency, so that students take greater ownership of and responsibility for their own learning journeys in the music
- 3) Assure vertical planning takes place across the College for Music curriculum

Staffing:

- 1) Assist Heads of Music (curriculum) in short-listing and interviewing candidates for new positions in the department, as required
- 2) Lead the process for recruiting Heads of Music in each school
- 3) Work collaboratively with the Head of Drama in promoting the profile of Performing Arts
- 4) Induct and support new colleagues, supply staff or trainee teachers in the subject, as required
- 5) Have a duty of professional care for departmental colleagues, mindful of staff welfare and wellbeing.



- 6) Support departmental colleagues as necessary, if applicable, with regard to students who give cause for concern, either through underachievement or due to poor behaviour, including appropriate liaison with parents and pastoral colleagues as required*.
- 7) Operate a consultative culture, formally and informally; granting all members of the department, as applicable, the opportunity of taking part and voicing their opinions.
- 8) Build capacity within the departmental team, as applicable, and advise on individual staff professional development.
- 9) Manage all aspects of appraisal, including Professional Learning, of departmental colleagues, as applicable, in accordance with school policy.

Subject Profile:

- Responsibility for the internal and external marketing/promotion of the Music (Performance), including: contributions to the Newsletter, Open Events, school publicity, and departmental literature.
- Advise on and organise subject-specific prize winners for annual Speech Day.
- Assist in the production of College and School handbooks, as applicable and appropriate.
- To work collaboratively with the Head of Drama in the production of school musicals
To be the Musical Director, if appropriate, for the production of the school plays
- Ensure the College has an appropriate repertoire to meet the demands of ad hoc external requests which may be at short notice

Other:

- Work with and support the College Leadership Team to maintain the high standards and reputable ethos of the school.
- Contribute to upholding DCI's and the College's corporate identity in all publications, internal literature, letters, and the like.
- Any other responsibility, which may be reasonably delegated by the Head of College.

SAFEGUARDING STATEMENT.

Dulwich College International is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. We follow safe recruitment practices, which are aligned to the recommendations of the International Task Force on Child Protection. We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection.

All appointments are subject to an interview, identity checks, criminal record checks, successful references, as well as due visa and work permit process as required by Chinese law.