



SAINT CHRISTINA'S SCHOOL

JOB and PERSON SPECIFICATION: DIRECTOR OF MUSIC

Category	Essential	Desirable
Faith Commitment	<ul style="list-style-type: none"> • To be in sympathy with the School's Catholic / Christian ethos 	<ul style="list-style-type: none"> • Experience of participation in the faith life of a community • Catholic / Christian conviction
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Evidence of continuing and recent professional development relevant to the post 	<ul style="list-style-type: none"> • degree level qualification or equivalent
Director of Music	<ul style="list-style-type: none"> • The development and delivery of the vision for Music that will set Saint Christina's apart as a centre of excellence and inspiration. • Ability to manage the diverse needs of a top flight music programme both within and beyond the curriculum • Lead and prepare the School for Chapel (Y1-6); accompany the Early Years 'Chapel' provision • The effective management of a rich extra-curricular programme to include a range of orchestral, instrumental and singing opportunities • Understanding the needs of co-ordination outside of the Music department with regard to timely communication, calendar co-ordination and logistical matters around, for example, transport arrangements for excursions / performances • The development of a robust and exciting music programme for boys and girls • The desire and skill to develop a programme of delivery that will excite and inspire both boys and girls as the School moves to full co-education and two form entry • Manage a team of talented peripatetic teachers, liaising with them for lesson timetable co-ordination and with the Bursar for termly room hire payments • The management of resources and timely communication regarding the acquisition of new equipment, performance licences etc., within the budgeting process • Involvement in the transition of pupils to new schools – normally at the secondary 	<ul style="list-style-type: none"> • Experience of managing people • Experience of working within a situation that demands timely and efficient administrative skills • Knowledge of and ability to develop and manage a vibrant peripatetic provision enabling rich opportunity for pupils

	<p>transition – including preparation around scholarship applications, reference writing etc.</p> <ul style="list-style-type: none"> • Responsibility for the Music Department Development Plan and its upkeep • Involvement as a member of the chaplaincy team to facilitate the delivery of Music at Chapel; lead weekly (currently) hymn practise. • Timely and efficient administrative abilities • Effective and patient communication skills to ensure that parents, staff and other organisations are well cared for and managed • Ability and the desire to cultivate and develop a team of staff within the School who will contribute to and deepen the School’s capacity to deliver top quality music across the School • Ability to be an effective and passionate ambassador for Music within the School whilst understanding the need for children to have a breadth of interests • Ability to develop age-appropriate elite (high-level) performance whilst maintaining an inclusive ethos that encourages all to enjoy and want to be involved with Music at whatever level they find themselves <p>Current Provision includes:</p> <ul style="list-style-type: none"> • Planning, rehearsing and directing the musical items for the following annual events: <ul style="list-style-type: none"> a) Nursery & Reception Christmas Nativity b) Year 1 & Year 2 Christmas Play c) Key Stage 2 Carol Service (Years 3-6) d) Easter Passion event (Year 6 – Passion Play/Easter concert) e) Summer Musical Production (Year 6 principals, Years 3-5 chorus) • Planning, rehearsing and directing the following extra-curricular activities: <ul style="list-style-type: none"> a) Senior Choir (Years 5-6) b) Junior Choir (Years 3-4) c) Orchestra (Years 3-6) d) Music Theory club (Years 3-6) • Organising and preparing the choirs for external music events as they arise e.g. carol singing at St John’s Christmas Fayre, Open Morning performances, singing for elderly residents at St John’s Hospice and Compton Lodge, etc. • Organising termly ‘solo concerts’ for children taking instrumental/vocal lessons 	
--	--	--

	<i>(This detail is included to outline a general expectation of extra-curricular commitment)</i>	
Teaching & Learning	<ul style="list-style-type: none"> • The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high attainment and progress. • Ability to teach and inspire learning, passion and progress within Music • High level ICT skills • An interest in developing our own curriculum that goes above and beyond and sets Saint Christina's apart as a 'powerhouse of music' that is passionate and serious about Music and the personal benefits of performing and enjoying Music. • Organisation of an appropriate programme of external visits / workshops to broaden the experience of the children and inspire them • Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils • An understanding of assessment strategies and the use of assessment to inform the next stages of learning • Experience in creating an effective learning environment • Understanding of and ability to use, a diverse range of teaching and learning styles and techniques. • Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards. • Good understanding of effective procedures for managing and promoting positive behaviour among pupils. • Good understanding of the role of parents and the community in school improvement and how this can be practised and developed. • Clear understanding of data analysis and the important impact this can have on achievement and attainment. • Good command of English grammar and spelling 	<ul style="list-style-type: none"> • Hold the CCRS • An understanding of the requirements of the National Curriculum.
Experience	<ul style="list-style-type: none"> • Successful teaching in either KS1 or KS2. • Proven ability to raise attainment. • Know how to challenge and differentiate for children of varying ability. 	<ul style="list-style-type: none"> • Teaching experience across Foundation Stage, KS1 and KS2

	<ul style="list-style-type: none"> • Experience and understanding of how to promote positive behaviour conducive to learning which is focused on raising standards. • Experience of promoting highly effective communications within and between teams and other stakeholders in the school community. 	<ul style="list-style-type: none"> • Experience of taking a lead on an initiative, project or issue • Experience in coaching children within a performance setting e.g. choir / orchestra etc • Playing in a worship setting • Helping with the production of school musicals / nativities / plays
Professional Development	<ul style="list-style-type: none"> • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Evidence of continuing professional development relating to Catholic ethos, mission and religious education • Experience of working with other schools/organisations/agencies • Ability to identify own training needs and to support others in identifying their learning needs • Specialist upskilling in Music
Accountability and professional conduct	<ul style="list-style-type: none"> • Ability to communicate effectively to a range of relevant audiences • Team player who is consummately professional in every way • Commitment to contributing to and supporting the policies and codes of conduct established within the school • Commitment to supporting policies, decisions and the vision for the school as defined by the Headteacher and Governors 	<ul style="list-style-type: none"> • Experience of effective whole school self-evaluation and improvement strategies • Secure understanding of strategies for performance management
Skills, Qualities and Abilities	<ul style="list-style-type: none"> • Quality teaching skills • Desire to develop and deliver an outstanding vision for music • High expectations of pupils' learning and attainment • Commitment to school improvement and raising achievement for all • Ability to build and maintain good relationships • Ability to remain positive and enthusiastic when working under pressure • Ability to organise work, prioritise tasks, make decisions and manage time effectively 	