



APPLICATION FOR THE POST OF

# Director of Music

Full time

The closing date for applications is 22 November 2024

Interviews during the week commencing 2 December 2024

Job commences September 2025

## Job Description

This is an exceptional opportunity for a professional seeking a full time position as Director of Music. The Director of Music will oversee and lead the development of music, nurturing the musical potential of all students. The successful candidate will be an outstanding musician and educator, with the skill, energy, passion, and personal attributes to inspire both students and staff, and to elevate the prominence of music within the College community.

It is essential that the candidate possesses both knowledge and experience in teaching Music at Key Stage 3, GCSE, and A-Level, ensuring the highest standards of teaching. In addition, the role requires the ability to lead and manage ensembles. Proficiency in piano is crucial for this position, as it plays a key part in the role's responsibilities.

You will join a department that is dedicated to achieving the highest standards in both academic and extra-curricular music. This role provides the opportunity to inspire and guide musically inclined students through the school's rich programme of ensembles, choirs, and performances. You will also be involved in the vibrant extra-curricular life of the school, including supporting regular liturgical services and events.

The College has a strong reputation for the quality and diversity of its musical life. Throughout the year, various ensembles perform regularly, and our young musicians play a prominent role in school activities. One of the highlights of the school calendar is the annual musical production, in which the Director of Music work closely with the Director of Performing Arts to provide leadership and vision.

The successful applicant will not only be an exceptional musician and teacher but will also possess the leadership skills and passion needed to manage and motivate the music staff. The role requires excellent communication skills, both in one-on-one conversations and public speaking, as well as strong written communication. Building and maintaining positive relationships with colleagues, students, parents, and other key stakeholders across the College is vital to success in this role.

## General Requirements

All staff are expected to:

- Follow the College's Safeguarding policy and procedures and to ensure the well-being of all students in their care is their highest priority.
- Contribute to the day-to-day running of the school and follow its policies and procedures.
- Contribute to the extra-curricular provision in the College and to actively support the ethos of the College.
- Organise, prepare for all lessons and share good practice with colleagues wherever possible
- Take an active role in ensuring the realisation of the College Development Plan.
- Treat each student as an individual with courtesy and respect
- Teach lessons which meet students' specific learning needs, assess, monitor and record progress and be up to date with developments in their specific subject area.
- Undertake any other duty deemed reasonable by the Principal.

## Essential Attributes to fulfill the Role

- Lead and coordinate the teaching of Music as an academic subject and attract students to study Music at all levels. Implement the chosen GCSE and A Level and prepare documentation for public examination and coursework.
- Develop the Music Programme to provide opportunities for students and ensembles at all levels to perform both in the College and in inspiring venues outside school.
- Work closely with the Lead Music teacher in Prep to provide smooth transitions for our music students across the key phases.
- Lead a major concert each term, as well as smaller concerts should form the core of the Music Programme.
- Lead, rehearse and conduct a range of choirs. Ensure a high quality of choral music and maintain the enthusiasm of students – for singing with the College Choir, Vocalise and Young Singers.
- Encourage all student participation in singing by leading hymns and organising opportunities for wider student engagement.
- Take responsibility for singing in all aspects of the College, including Chapel. Select the music to be sung in Chapel services, in close liaison with the Vice Principal Co-curricular.
- Develop a strong creative and effective working partnership with the Vice Principal Co-curricular in developing the performing arts in the College; specifically in relation to the production of musicals.
- Be a proactive leader with managing, directing and putting on the annual College musical.
- Maintain professional standards as a performing musician; accompanying pupils up to diploma standard.
- Be a role model for student musicians in their pursuit of musical excellence and enjoyment of music-making.
- Audition and interview prospective musicians and make recommendations for Awards to the Principal.
- Mentor, encourage and supervise the musical development of student musicians.
- Lead the team of full time and visiting music teachers to achieve the educational aims of music at St Joseph's College.
- Ensure a consistently high quality of curricular and co-curricular music teaching through knowing and understanding the quality of the department's work, identifying areas for improvement and using the performance management processes of the College effectively.
- Arrange for practical music examinations to take place at the College; process entries and timetables and publish results.

- Communicate pro-actively and effectively with parents regarding the musical programme and the progress of students studying curricular and instrumental music.
- Create and maintain effective links with feeder prep schools, marketing the school through the organisation of specific musical events.
- Develop and lead a programme of outreach to prep schools to promote music at St Joseph's College; this also involves hosting prep school music events.

*N.B: Every subject teacher will be expected to have pastoral responsibilities.*

*This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties*

## Person Specification

Education and Qualifications	Essential	Desirable
Qualified teacher status.	✓	
Degree or relevant qualification	✓	
Commitment to personal/professional development.	✓	
Experience	Essential	Desirable
Experience of teaching at KS3, KS4 and KS5. Or equivalent	✓	
Experience of teaching or lesson observation in Post 16 lessons.	✓	
Ability and willingness to teach other related subjects.		✓
Knowledge and Understanding	Essential	Desirable
Secure knowledge and a good understanding of the key skills, concepts in specialist subject.	✓	
Clear understanding of the secondary curriculum and its assessment.	✓	
Employ a range of effective teaching, learning styles and assessment methods.	✓	
Able to use assessment data to inform and set targets.	✓	
Teaching and Learning	Essential	Desirable
Ability to raise the achievement for all.	✓	
Committed to ensuring excellent standards of behaviour at all times.	✓	
Committed to the role of tutor for a group of students and the benefits of pastoral care.	✓	
Experience of teaching a range of courses including KS3, GCSE, AS.	✓	
Skills and Attributes	Essential	Desirable
Ability to establish good working relationships and effective teamwork.	✓	
Good communication skills	✓	
Excellent role model for staff and students.	✓	
Innovative approaches to curriculum delivery.		✓
Ability to generate ideas and drive initiatives		✓
Ability to play the piano to a high standard	✓	
Personal Qualities	Essential	Desirable
High expectations of students and colleagues.	✓	
Highly motivated and able to motivate and inspire staff and students.	✓	
Enthusiastic and committed.	✓	
A passion for teaching.	✓	
A forward thinking approach.	✓	
Excellent interpersonal skills.	✓	
Ability to be reflective and self-critical.	✓	
Display calmness under pressure.	✓	
Potential for further promotion.		✓
Charismatic – having a ‘presence’.		✓
Willingness to take on other roles and responsibilities within the department.		✓
Other Requirements	Essential	Desirable
Enhanced DBS Disclosure is required.	✓	
Ability to understand and demonstrate a commitment to equality and diversity	✓	

## St Joseph's College Vision and Values Core Framework

### VISION

Continue to grow our nurturing environment, in which students are inspired to reach their full potential.

### MISSION

At St Joseph's College, academic achievement, ideas, intellectual curiosity, collaboration and resilience are of equal importance.

### CORE VALUES

Aspiration | Respect | Confidence

### OUR AIMS

For the needs of each pupil's **mind, body, heart, and spirit** to be met, so that each one:

- ❖ Aspires to, and achieves, their academic and personal best
- ❖ Experiences an inspiring, progressive all-round education, which prepares them fully for their future
- ❖ Takes a positive and active role in their College, developing leadership skills and offering service to local, national and international communities
- ❖ Develops faith, self-confidence and self-esteem
- ❖ Acts with integrity, showing respect for themselves and all others