



SUPPORT MUSICIAN BIG NOISE TORRY

BASED: Torry, Aberdeen

APPLY BY: Monday, 22nd September 2025 at 10.00 am

SISTEMA SCOTLAND INFORMATION

Sistema Scotland delivers its work through the creation of Big Noise programmes within communities, and currently runs six programmes in Torry in Aberdeen, Raploch & Fallin in Stirling, Govanhill in Glasgow, Douglas in Dundee and Wester Hailes in Edinburgh.

Our current strategy:

At the heart of Sistema Scotland's current strategy is a commitment that our Big Noise programmes will support children, young people, families and communities in Scotland to sustain and improve their wellbeing, resilience and learning, and to strengthen networks by:

- targeting our long-term, immersive support in communities of greatest need and
- broadening impact by sharing resources and creating learning partnerships

What we do:

Our Big Noise programmes use music and nurturing relationships to support children and young people to realise their potential as well as improving lives and strengthening the communities we work alongside. Our programme is focused on early intervention and stimulating generational social change, increasing confidence, aspiration, community cohesion, pride and developing high level skills in the young people involved.

Who we work with:

We work with children and young people from babies to school-leavers, their families and the wider community.

How we do this:

Our Big Noise programmes include instrumental lessons, general musicianship sessions, and group teaching in our afterschool & holiday clubs, as well as home visits and community choirs/ensembles/performances.

For more information, please see our website: <http://www.makeabignoise.org.uk/work-with-us>

THE TEAM

We currently employ approximately 190 staff across our six centres and Sistema Scotland's central team. Each Big Noise Centre team consists of the following posts: Head of Centre, Operations Manager, Administrator(s), a team of Senior Musicians, Musicians and Support Workers, and a team of volunteers and cover musicians (freelance). Musicians work as part of a team, have scheduled time for planning lessons and access to our curriculum of materials.

The Chief Executive Officer reports to a voluntary Board of Directors.

JOB INFORMATION

POST:	Temporary Support Musician
REPORTS TO:	Senior Musician
BASED:	Torry, Aberdeen
DAYS OF WORK:	Working between 7 and 14 hours per week worked between Monday and Thursday during school term time only (exact hours and days to be confirmed with the successful applicants).
TENURE:	Temporary
SALARY:	£25,848 per annum pro rata (£14.20 per hour)
SUPPORT & SUPERVISION:	You will have a 3 month probationary and initial induction period where you will be supported to evidence a range of assessment criteria and outcomes. All staff also have regular protected time with their line manager (Support and Supervision) as well as the opportunity for an annual review to discuss performance, development and to set out annual goals (Performance and Development Review). These structures are in place to ensure that staff feel supported, equipped and confident in their roles. Support Musicians will have Support and Supervision sessions every 3 to 4 weeks during their probationary and initial induction period and once a term thereafter.
LEAVE:	We offer the equivalent of 37 days paid holiday per year (pro rata for part time staff); 19 of these days are set when we operate shut down periods over Christmas and New Year, Good Friday/Easter Monday, May bank holiday weekend, and 2 weeks in August. Staff can take the remaining 18 days flexibly throughout the year in agreement with their line manager. Staff are also entitled to an extra week of leave during a shut down period in August, should you be in our employment at this time, based on the hours you would be due to work that week. We also offer the equivalent of up to 2 weeks unpaid leave per year (pro rata for part time staff) to allow staff to benefit from other work and commitments throughout the year should they choose to do so.
PENSION:	After you have completed 3 months service with Sistema Scotland, staff are auto enrolled into a contributory pension scheme where Sistema Scotland match employee's contributions at 5%. Staff can choose to opt out of the scheme.
RIGHT TO WORK:	We welcome applications from diverse backgrounds. We also welcome applications from all nationalities; however, we are unable to offer visa sponsorship for this role, so before you apply for this post please ensure



that you have the right to work in the UK. For more details on eligibility to work in the UK, please visit <https://www.gov.uk/check-uk-visa>. We will ask you to bring proof of your eligibility to work in the UK with you to interview.

START DATE: ASAP

HOW TO APPLY:

To apply for this role you must complete our online application form at <http://www.makeabignoise.org.uk/work-with-us/> where you will also find the full job and person specification (no CVs 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 at Big Noise Torry 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).

Closing date for applications is Monday 22nd September 2025 at 10.00 am.

The selection process will take place in Torry, Aberdeen (date to be confirmed) and will involve a panel interview, a short audition and a demonstration lesson.

If you would like an informal chat, please contact the Big Noise Torry office on 01224 069770 / 07799 062316 and request a call back from Lorna Carruthers (Head of Centre). For any additional information please e-mail recruitment@sistemascotland.org.uk or telephone 01786 236914.

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.



SUPPORT MUSICIAN (BIG NOISE TORRY) JOB DESCRIPTION

1. PRINCIPAL AIM

To support Big Noise Musicians as they deliver the Big Noise programme a music education based social development programme in the Torry community of Aberdeen. This will include participating in sessions, modelling engagement and attention for the children, and building strong relationships with the children to assist them in maximising their potential.

2. PRINCIPAL DUTIES

The following gives an indication of the duties and responsibilities that the post may involve. The exact nature of these duties and responsibilities will change over time and the post holder will be expected to work flexibly and carry out any work that is reasonably required.

- Participating in all elements of our after-school programme, including set up, classroom pick-up, supervision of snack and packing up
- Supporting and observing Big Noise classes, as directed by your line manager.
- Supporting and assisting the Musician delivering the lesson by modelling on instruments or with voices
- Assisting the children and young people during lessons, helping them to adjust their posture or hand shape
- Discussing appropriate lesson content with Musicians to support with delivery
- Assisting in the supervision of the children and young people at the end of the group sessions
- From time to time to participating in additional outings and concerts
- Attending training related to Big Noise delivery, followed by evidencing how you implement learning from this training
- Any additional duties which are required for the provision of the Big Noise after-school programme or to support the delivery of Big Noise Torry

3. All Posts in Sistema Scotland:

- To contribute to the development of a professional working and learning environment in the organisation.
- To contribute to the organisation's understanding of diversity and its implications for the arts, education and community and to ensure this understanding informs all the organisation's activities.
- To ensure adherence to the organisation's policies and procedures with particular reference to safeguarding/child protection, equality, diversity and health & safety.



- Supporting the organisation in its journey to becoming a net zero organisation.
- To work in a flexible manner in line with the organisation's social and corporate objectives and to be willing to undertake other duties as reasonably requested

SUPPORT MUSICIAN (BIG NOISE TORRY) PERSON SPECIFICATION

We are looking for someone who is/has:

- A belief in the benefits that a social programme such as Big Noise / Sistema Scotland can have.
- Good communication skills with children and adults.
- Confidence in using the singing voice.
- Play at Grade 6 or equivalent on your first instrument and be able to demonstrate musical ability and potential.
- An interest in different approaches to music education.
- An interest in developing skills in working with early years (pre-school and primary stages).
- Willingness to work as part of a dynamic team as well as having individual initiative.
- Strong organisational skills and ability to maintain regular records.
- Patient, empathetic and understanding.
- Belief in opportunities for all, and high expectations for all.

We are ideally looking for someone who is/has:

- The ability to work within a challenging and high-pressure environment.
- Some experience in giving music instruction to children on your specialist instrument and/or experience of working with young voices in a choral situation.
- An interest in developing your skills and receiving training and passion and commitment to inclusive practice.
- A creative approach to creating learning opportunities for children and young people.
- An understanding of how to monitor and evaluate children and adults' development and progress.
- An understanding of how the arts can be used as a tool for social development.
- An understanding of the challenges experienced within areas of multiple deprivation.
- Experience of performing on your instrument.
- A desire to commit to personal and professional development.

You also will gain/receive/develop the following skills and experience:

- General musicianship workshop skills.
- Experience of working with large and varied groups of children.
- Understanding of a progressive music education curriculum.
- Training opportunities on topics such as positive behaviour, lesson planning, and the Big Noise curriculum.
- Experience leading activities as part of afterschool sessions, with opportunities for constructive feedback.