



CURRICULUM LEADER (GENERAL MUSICIANSHIP) (Temporary maternity cover – 2 days a week)

BASED: Working across all our Big Noise centres (Stirling, Glasgow, Edinburgh, Dundee and Aberdeen) in agreement with the Director of Music & Curriculum Leader.

APPLY BY: Monday 27th January 2025 at 10am

SISTEMA SCOTLAND INFORMATION

Sistema Scotland delivers its work through the delivery of Big Noise programmes across six communities in Scotland. These communities are Raploch & Fallin in Stirling, Govanhill in Glasgow, Torry in Aberdeen, 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:

www.makeabignoise.org.uk



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). All musician roles 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:** Curriculum Leader – General Musicianship
- REPORTS TO:** Director of Music & Curriculum
- BASED:** Working across all our Big Noise centres (Stirling, Glasgow, Edinburgh, Dundee and Aberdeen) in agreement with the Director of Music & Curriculum Leader.
- Travel will be required across all Big Noise centres within this role.
- DAYS OF WORK:** 2 days a week (14 hours a week) all year round; Wednesday morning and 11.5 hours a week on days/times to be arranged with the Director of Music & Curriculum.
- TENURE:** Temporary (maternity cover until approximately March 2026)
- SALARY SCALE** £41,934 - £45,865 per annum, pro rata. New staff are appointed on the first point of the scale. So, working 2 days a week all year round, the salary will be £16,773 per annum (£1,397 gross salary each month).
- TRAINING:** We will provide at least 8 training sessions per year. Some of these sessions may be out with your contracted days/hours and you will be paid at your normal rate of pay for these sessions. At least 5 of the 8 required training sessions will be options provided to you from a group menu set each year. Up to 3 of these sessions can be individualised (personal) training sessions, agreed between you and your line manager.
- SUPPORT & SUPERVISION:** You will have a 6 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. Staff will have Support and Supervision sessions every 4 weeks during the first 3 months of their 6 month probationary & initial induction period and every 8 weeks 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 1 week 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 musical and cultural 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: March/April 2025

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 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 27th January 2025 at 10am

The selection process will include a panel interview, a competency task, a short audition and a demonstration lesson (date to be confirmed).

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.

CURRICULUM LEADER (GENERAL MUSICIANSHIP) JOB DESCRIPTION

1. PRINCIPAL AIMS

- 1.1 To support the Director of Music & Curriculum and Big Noise Heads of Centre to deliver on the vision for the Big Noise programmes.
- 1.2 To lead in the area of General Musicianship curriculum design and implementation.
- 1.3 To demonstrate excellence and leadership in learning and teaching and highlight best practice across the organisation.
- 1.4 To work as part of a dynamic team delivering the Big Noise programme.

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 and is appropriate to the role.

2.1 Curriculum Leader Duties

- 2.1.1 Support the Director of Music & Curriculum and the Curriculum Group to continue to research, design and refine the Big Noise curriculum
- 2.1.2 Lead on internal training and support in general musicianship & classroom teaching
- 2.1.3 Monitor quality and consistency of delivery in your curriculum area through regular visits to all Big Noise centres
- 2.1.4 Mentor and support new and developing Big Noise staff in planning and delivery
- 2.1.5 Work closely with the lead Learning and Teaching Senior Musician in each centre
- 2.1.6 Support and review Lead Musician planning in your curricular area
- 2.1.7 Research best practice nationally and internationally within your curriculum area and be aware of new research and developments in relation to pedagogy
- 2.1.8 Deliver best practice sessions
- 2.1.9 Contribute to all other relevant areas of musical leadership including but not limited to:
 - Leadership on the learning and teaching culture of the organisation
 - Training planning for musicians (both centrally and for individual centres)
 - Input into musical/strategic priorities both for the specific Big Noise centres and for the wider organisation



- 2.1.10 Contribute to observations and professional development reviews across Big Noise centres (as requested by Heads of Centre or the Director of Music & Curriculum)
- 2.1.11 Act as a champion for the programme locally, regionally and nationally through external training and advocacy
- 2.1.12 Input as and when required to Senior Team and Leadership Team meetings
- 2.1.13 In partnership with the Director of Music & Curriculum, develop relationships with external organisations relevant to your curriculum area
- 2.1.14 Work collaboratively with Director of Music & Curriculum and other Curriculum Leaders to ensure consistency and cohesion across the whole curriculum
- 2.1.15 Ensure that the Big Noise general musicianship curriculum is aligned with Curriculum for Excellence and supports wider educational outcomes
- 2.1.16 As part of the Curriculum Team support the ongoing development of monitoring and assessment tools
- 2.1.17 To undertake such other responsibilities as shall be assigned from time to time by the Director of Musician & Curriculum

All Posts in Sistema Scotland:

- 3.1 To contribute to the development of a professional working and learning environment in the organisation.
- 3.2 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.
- 3.3 To ensure adherence to the organisation's policies and procedures with particular reference to safeguarding/child protection, equality, diversity and health & safety.
- 3.4 Supporting the organisation in its journey to becoming a net zero organisation.
- 3.5 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.



CURRICULUM LEADER (GENERAL MUSICIANSHIP) 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.
- A passion for music and belief in the impact and transformative power it has for children and the wider community.
- Experience and success in taking on leadership roles and responsibilities, including providing feedback to musicians/teachers.
- Excellent communication skills with children and adults.
- A professional standard of performing on your principal instrument/voice.
- Experienced teacher of Musicianship.
- A track record of success in delivering innovative classroom musicianship sessions.
- General musicianship workshop skills.
- Confidence in using the singing voice to aid learning.
- Educated to degree level or equivalent qualification.
- A creative and inclusive approach to engaging all learners/participants.
- Extensive experience of working with children in a music education and / or community music context.
- Experience of working with large and varied groups of children.
- Experience of creating and developing a curriculum for children.
- Good working knowledge of a Kodaly-inspired approach and how it can be transferred to instrumental pedagogy.
- A working knowledge of other pedagogical approaches relevant to individual and group teaching.
- Understanding and experience of applying formative and summative assessment approaches.
- A working knowledge of Curriculum for Excellence.
- Knowledge of current issues regarding music, community development and/or education in Scotland.
- Awareness of the interdisciplinary potential of music education.
- Proven commitment to personal and professional development.
- Ability and drive to motivate and inspire all learners, regardless of ability.
- The ability to monitor and evaluate children and adults' development and progress.
- Experience of working within a challenging and high-pressure environment.
- Ability to work as part of a dynamic team as well as having individual initiative and drive.
- Strong organisational skills and ability to maintain regular records.
- Passion and commitment to inclusive practice and youth voice.
- Patient, empathetic and understanding.
- Openness to different methodologies and willingness to learn.
- Belief in opportunities for all, and high expectations for all.
- Commitment to the long-term goals of the programme, our participants and communities.
- Ability to work flexibly, including occasionally in the evenings and at weekends as appropriate. Travel will be required across all Big Noise centres within this role.

We would ideally like someone who is/has:

- Experience of facilitating youth led practice and approaches to creative composition.
- Knowledge of issues around anti-racism and diversity in relation to music curriculum.
- Knowledge of child development and psychosocial issues relating to effects of multiple deprivations.
- Experience in working in areas of multiple deprivation.
- Experience of using digital platforms to create and share resources.
- IT skills including knowledge of music notation software (Finale / Sibelius).
- Experience of working with children with additional and complex needs.
- Project Management experience.
- Leadership or Management training.
- Current UK driving license.