



# HEAD OF BRASS AND WOODWIND

— INFORMATION PACK —





# WELCOME

The community of Oundle, in which staff, pupils and the town have coexisted for over 450 years, is quite unique.

**W**alk around and you will sense both tradition and innovation at every turn, from our remarkable buildings and facilities to the daily interactions that take place within our classrooms. Our teachers live and work in a community from which they draw inspiration constantly. This is a privilege in and of itself. The fact that our teachers do this in the company of our extraordinary pupils, with their endless enthusiasm and thirst for learning both inside and outside the classroom, is what makes Oundle truly special.

Academic rigour lies at the heart of our curriculum. So too does the passion that our teachers have for their subjects. But we do not stand still. Our ability and willingness to change has long been the defining measure of our success, and it is through embracing new facilities, techniques and technologies that we seek constantly to develop our academic curriculum. Our teachers nurture the natural curiosity and ability of Oundelians. We afford them the necessary time, resources and expertise to ensure that each and every pupil is immersed in creative and productive work across the breadth of the curriculum. We acknowledge, pursue and reward academic excellence at every opportunity, be that in the classroom, in our academic societies or in intellectual endeavours beyond the confines of our School.

It is this approach which instils a love of scholarship – a life of learning – in all our pupils and staff, helping to forge an intellectually curious community that collectively seeks to understand better, and ultimately to serve, the complex world we inhabit.

Please do read on and begin to experience Oundle for yourself. A warm welcome awaits.



**My first visit to Oundle was over twenty years ago and I was struck then, as now, by a school alive with possibility. Pupils were curious, engaging and confident without showiness, staff were deeply committed and there was a sense that if you wanted to do something, you could. When I returned more recently, I felt that same energy and spark in the air. The most striking thing wasn't a building or a facility – excellent and often beautiful as they are – but the pupils. I found them to be thoughtful, ambitious and warm yet also willing to challenge in the best possible way. It felt authentic. It told me this is a place where ideas matter, where pupils think for themselves and enjoy doing so. That combination of intellectual energy and genuine community is rare and it made me want to be part of Oundle's future.**

Dominic Oliver, Head

Hear more from Dominic here:



**“TEACHERS HAVE SO MUCH TIME FOR YOU AND TAKE AN ACTIVE INTEREST IN MAKING SURE THAT YOU'RE STRETCHING YOURSELF. YOU ARE GIVEN SO MANY OPPORTUNITIES AT OUNDLE AND IF YOU MAKE THE MOST OF THEM, YOU WILL JUST FLY.”**

Current Oundelian



# TEACHING AT OUNDLE

Rooted in a desire to do the right thing by our pupils, our teachers are naturally ambitious and strive for the best in all that they do. And while our pupils yearn to learn, so too do our teachers.

Through immersion in the three coherent strands that define life at Oundle, that of the academic, the pastoral and the co-curricular, our teachers encounter countless learning opportunities on an almost daily basis. Fully supported by our extensive continued professional development programme (CPD), they are able to refine and develop their craft. This unwavering pursuit of excellence in the joyful company of our pupils makes for an unrivalled working environment.

## OPPORTUNITIES BEYOND THE CLASSROOM

### Pastoral

School life at Oundle is centred around our House system, where loyalties and friendships run deep. All teachers are assigned to a House as a Tutor, assuming responsibility for the academic progress and pastoral welfare of a small group of tutees. Our vertical tutor system ensures all teachers are attuned to the varying needs and demands of all year groups in the School, with endless opportunities for pastoral development.

### Co-curricular

The co-curricular offering at Oundle is something to behold. This provision only exists due to the passion and experience of our teachers who throw themselves in to all manner of activities on a daily basis. Just as we ask our pupils to push themselves out of their comfort zones, we ask the same of our staff also. We do so not only to provide enriching experiences for all, but because this is where real learning happens and where lifelong memories are made.

### CPD

With senior members of staff dedicated to both Professional Development and Teaching and Learning, our teachers are encouraged to constantly develop their skills in a supportive manner. Initiatives such as Observe in October, TeachMeets, Bitesize PD and Teaching and Learning Book Clubs stimulate professional development and teachers can't help but be actively involved.

### Educational Partnerships

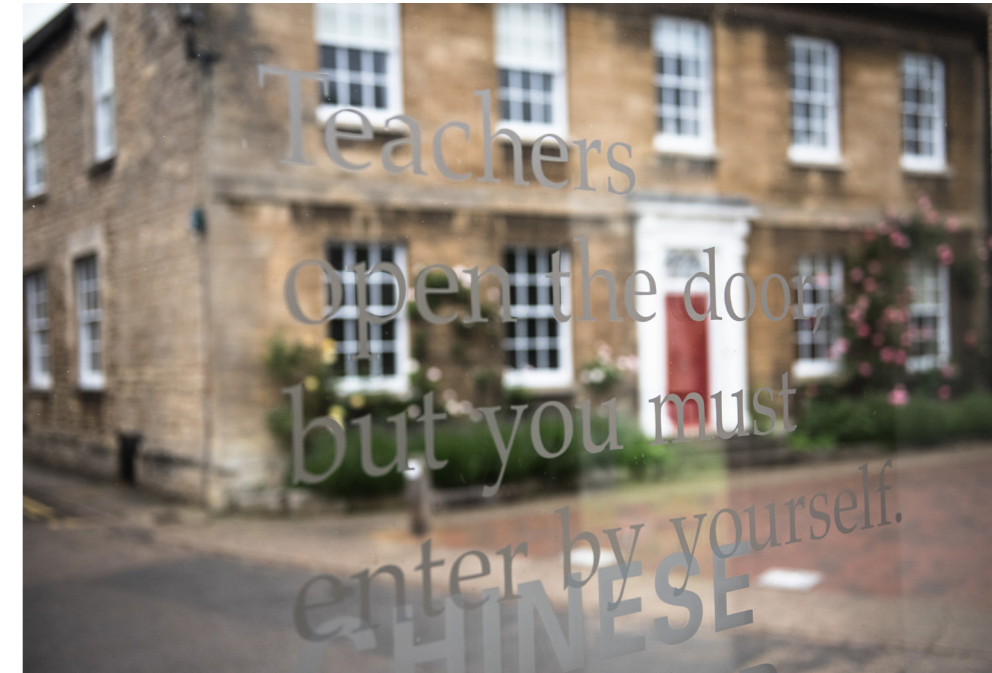
Oundle offers extensive opportunities for young people to benefit from academic enrichment events and programmes, working closely with maintained sector schools nearby through the OPEN Learning Partnership and others on a more national scale. Teachers are encouraged to contribute to our educational partnerships programme in a variety of ways, both with our own pupils and those outside our doors.

## IS OUNDLE RIGHT FOR ME?



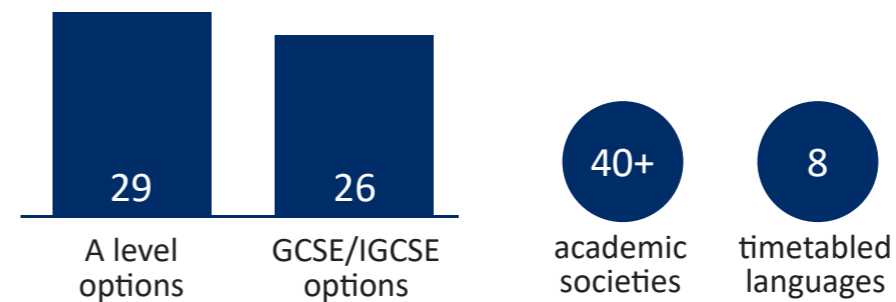
Upon arriving in Oundle, I guarantee you will be struck by the warmth of our community. It is one that continues to attract the very best teachers and the broad range of talents and interests that exist within our staff body is truly humbling. Their love of sport, music, drama, outdoor pursuits and all manner of other activities is matched only by their passion for their subjects and the value they place on academic rigour. Through giving to this community and through facilitating such enriching experiences for our pupils, you will find that your life as a teacher is equally enriched.

Adam Baragwanath, Deputy Head Academic

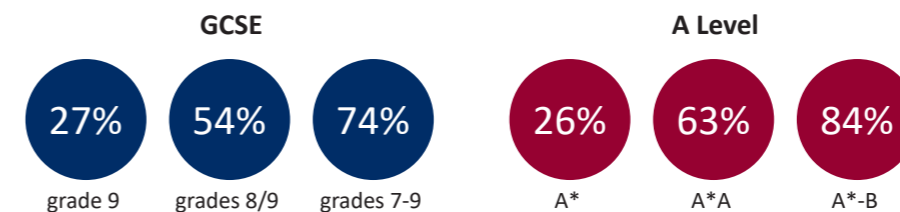


## A LOVE OF SCHOLARSHIP

A love of scholarship is an aspiration for every one of our pupils. Success in public examinations forms the basis of our examined curriculum but is only part of our academic approach. A rich and stimulating programme of non-examined courses and electives across all year groups form an integral part of the curriculum.



## OUR EXAMINATION RESULTS



## BEYOND OUNDLE

On average **10%** of our leavers take up places at Oxbridge each year and **75%** go on to Russell Group Universities. Many look to prestigious universities abroad for higher education with a more global approach.

TEACHING AT OUNDLE IS A DEMANDING JOB BUT IT IS IMMENSELY AND INTENSELY SATISFYING. AS A TEACHER, YOU CAN EXPECT TO GROW, YOU CAN EXPECT CONSIDERABLE PROFESSIONAL DEVELOPMENT AND YOU CAN EXPECT TO BE TAKEN SERIOUSLY AND TREATED LIKE A VALUED HUMAN BEING. THERE IS A HUGE AMOUNT OF GIVE AND TAKE HERE AT OUNDLE AND THE MOST MONUMENTAL MOUNTAIN OF GOODWILL."

Hear more from our teachers about their lives at Oundle:







# WORKING AT OUNDLE

There are 800 people who work at Oundle, of whom 150 are teachers. Keeping that body of people together and feeling part of the same enterprise is absolutely vital.

## A WONDERFUL PLACE TO LIVE

If you are considering relocating, you will find Oundle to be a beautiful and thriving historic market town in the heart of Northamptonshire, with Peterborough just 15 minutes away and offering a direct 45 minute rail service to London Kings' Cross. Cambridge is under an hour's drive and Norfolk's tranquil beaches easily under two while all major UK airports are within easy reach.

Renowned for its Georgian streets and impressive limestone buildings, Oundle has a spirited cultural and sporting life, with a wide range of sports clubs, independent shops, coffee houses, pubs and eateries. Encircled by the river Nene, the town is blessed with beautiful countryside and many picturesque villages nearby.

## SALARY AND BENEFITS

Life at Oundle is immensely rewarding and staff are at the heart of our whole School community. We greatly value the contribution that each and every teacher makes and we are committed to ensuring the best possible working environment, including a generous employee benefits package support and an emphasis on staff wellbeing.

In addition to a generous pay scale, benefits include:

- Enrolment in the School's Pension Scheme
- Generous fee discounts for both Oundle and Laxton Junior School
- Possibility of discounted School accommodation
- An extensive and supportive induction programme
- A firm commitment to your professional development

- Heavily subsidised membership of the Oundle School Sports Centre for you and your immediate family
- Participation in both Electric Vehicle and Cycle to Work salary sacrifice schemes
- Access to a Bupa Wellbeing Health Expenses Plan
- A Life Assurance scheme
- An employee assistance programme offering a wide range of specialist support and advice

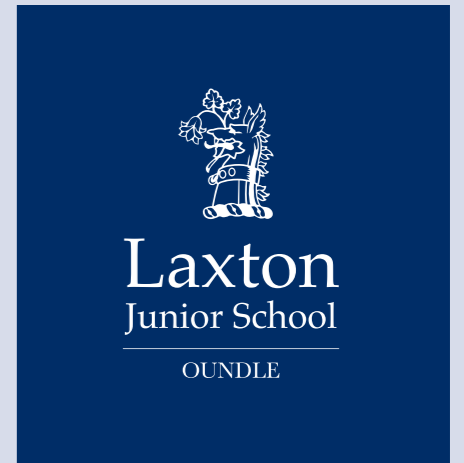
- A personal Microsoft Surface Pro for use during your tenure
- Free meals during term time and free parking
- Access to the Cripps Library, including the Rare Books collection
- Free and discounted Stahl Theatre and Music concert tickets
- Heavily subsidised Common Room Bar and socials.

## LAXTON JUNIOR SCHOOL

Founded in 1973, Laxton Junior School (LJS) is an integral part of Oundle School, educating children between the ages of 4 – 11. With around 260 pupils, it is a school small enough for everyone to know and look out for each other, but big enough to have great reach across all aspects of the curriculum and beyond.

The vast majority of pupils progress to Oundle and there are strong links between the two schools, including across sport, curriculum subjects and after school clubs. LJS is located with several acres of beautiful green land in the town, benefiting from its own sport pitches while making the most of Oundle's outstanding facilities, including the Sports Centre and SciTec.

[www.laxtonjunior.co.uk](http://www.laxtonjunior.co.uk)

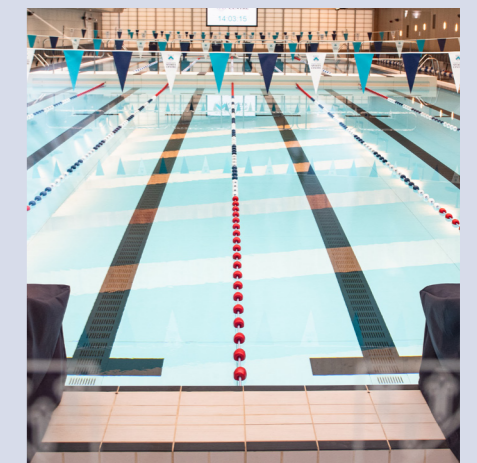


## OUNDLE SPORTS CENTRE

Our state-of-the-art Sports Centre, which opened in 2020, offers a wide range of classes, fitness facilities and activities on a commercial basis, as well as numerous courses, children's holiday clubs and organised parties. Public access in term time is programmed around the sporting requirements of both Oundle and Laxton Junior School, with both Schools allocated exclusive access to the Sports Centre at key times.

Facilities include a 50m swimming pool, an 8 court hall, a 70 station fitness suite, a dedicated dance studio, three further multipurpose studios and a café. It is the gateway to all School sports and is located next to the original sports centre which, amongst other things, has indoor cricket nets and an indoor climbing wall.

[www.oundlesportscentre.co.uk](http://www.oundlesportscentre.co.uk)







## MUSIC AT OUNDLE

The Music Department is led by the Director of Music and comprises a large team of full-time academic staff, including five Heads of Instrument, supported by two department administrators and a part-time Music Technician. The department is further strengthened by an extensive team of approximately forty-five Visiting Music Teachers, delivering specialist instrumental and vocal teaching across a wide range of disciplines. The Head of Brass and Woodwind is one of five Heads of Instrument, providing leadership within a substantial and strategically important area of the department, working closely with colleagues across academic and co-curricular music to deliver a coherent and ambitious programme.



The department is housed primarily in the Gascoigne Building, located near the centre of the School and the town. The building provides an attractive and well-equipped environment for music education, including thirty teaching and practice rooms, a dedicated recital and rehearsal space, a music technology studio and a well-stocked music library. Larger rehearsals and concerts take place in the Great Hall and the School Chapel.

Nearly 1,000 individual instrumental and vocal lessons take place each week, and around sixty ensembles and musical activities are offered across the School. Pupils are strongly encouraged to participate in instrumental groups and choirs as soon as they reach an appropriate standard, and instrumental ensembles are carefully tiered to ensure clear progression from beginner to advanced level. Ensembles include Symphony Orchestra, Chamber Orchestra, multiple Wind and Concert Bands, Chapel Choir, Schola Cantorum, two Jazz Orchestras, brass and wind ensembles, pipe band, steel pans, percussion ensembles, chamber groups, and a broad range of contemporary and popular music ensembles, alongside large-scale ensembles such as the CCF Band.


Performance is central to musical life at Oundle. Pupils perform regularly in concerts, services and events both within and beyond the School community, and competitive performance opportunities form an important part of the programme, including the Hepburn Festival of Music, solo and ensemble competitions,

and House music events. This year, the School's Jazz ensembles will tour the Black Forest in Germany, and Schola Cantorum will perform at Symphony Hall as a finalist in the Barnardo's National Choir Competition.

The department is closely involved in productions in the School's Stahl Theatre, ranging from incidental music for plays to full-scale musical productions.

Music is taught as a curriculum subject to all pupils in the First and Second Forms (Years 7 and 8). In the Third Form (Year 9), pupils may choose Music as part of a practical options pathway. The School offers GCSE and A level Music, alongside a Sixth Form Diploma option. The Music School is well equipped for music technology and composition, supporting academic study and creative work across examination courses, and one-to-one Music Production lessons are also available. Weekly classes in theory and aural training further support pupils' musical development.

The School offers a large and well-established music scholarship and exhibition programme, with over 100 pupils currently holding awards. Scholars and exhibitioners receive free instrumental tuition and are supported through a structured programme designed to help them develop as confident, committed and high-level musicians within the wider life of the School. Award holders are reviewed annually.

To find out more about this department, visit our website: 

### JOB PURPOSE:

**THE POST HOLDER WILL ENSURE THAT THE EDUCATION AND MUSICAL DEVELOPMENT OF PUPILS REMAINS A CLEAR PRIORITY, AND THAT CONSISTENTLY HIGH STANDARDS OF TEACHING, LEARNING, WORK AND PROFESSIONAL CONDUCT ARE UPHOLD ACROSS BRASS AND WIND.**

**THEY WILL DEMONSTRATE A POSITIVE AND COLLABORATIVE LEADERSHIP STYLE, CHARACTERISED BY ENTHUSIASM, PROFESSIONALISM AND COMMITMENT, LEADING THEIR TEAM BY EXAMPLE AND FOSTERING A CULTURE OF HIGH EXPECTATIONS AND CONTINUOUS IMPROVEMENT.**

**THE HEAD OF BRASS AND WOODWIND WILL ADVISE THE DIRECTOR OF MUSIC ON SPECIALIST AND STRATEGIC MATTERS RELATING TO BRASS AND WIND PROVISION, INCLUDING CURRICULUM AND CO-CURRICULAR DEVELOPMENT, REPERTOIRE SELECTION FOR CONCERTS, PREPARATION FOR CONSERVATOIRE AND HIGHER EDUCATION PATHWAYS, THE DEVELOPMENT OF MUSIC SCHOLARS AND EXHIBITIONERS, AND ANY OTHER AREAS WHERE SPECIALIST EXPERTISE IS REQUIRED.**



# THE ROLE: HEAD OF BRASS AND WOODWIND

TO START IN SEPTEMBER 2026

The Head of Brass and Woodwind will provide leadership across all aspects of Brass and Wind provision, combining musical excellence with effective organisation and staff leadership.



## MUSICAL LEADERSHIP AND PUPIL DEVELOPMENT

The Head of Instrument will be expected to:

- Lead the strategic development of Brass and Wind across the School, ensuring high standards of teaching, learning and musical progression at all levels
- Play a leading role in the artistic direction of major Brass and Wind ensembles and contribute to the artistic planning of flagship concerts and events
- Review, implement and oversee clear progression pathways for Brass and Wind pupils, ensuring that ensemble participation is appropriately tiered and that pupils are supported to progress effectively through the School's ensemble structure as their

skills develop

- Act as Principal Conductor of the Oundle School Jazz Orchestra, providing musical direction, rehearsal leadership and performance preparation at a high level
- Support the Symphony Orchestra on Monday evenings, working on a rotational basis with the Head of Strings, contributing both to full rehearsals and to sectional work with Brass and Wind players
- Promote and sustain a strong culture of ensemble participation, ensuring pupils are appropriately placed within ensembles and encouraged to engage fully in the wider musical life of the School

- Contribute to repertoire planning and performance programming, advising on suitability for concerts, competitions, examinations, conservatoire preparation and higher education pathways
- Take an active role in identifying and developing performance opportunities, including masterclasses, workshops and visits by external musicians or adjudicators
- Contribute to the recruitment and development of high-calibre musicians through the Music Scholarship and Exhibition programme, including the identification, preparation and ongoing support of scholars and exhibitors, and participation in scholarship audition processes as required.

## TEACHING AND ENSEMBLE INVOLVEMENT

- Deliver approximately 15 hours per week of individual instrumental teaching
- Coach and direct ensembles and sectional rehearsals as required, typically totalling around 5 hours per

- week, and contribute proactively to the formation of new ensembles where appropriate
- Ensure pupils within the department engage with supporting provision, including theory and aural training

- Assist with the cover of lessons or classes, including academic lessons, as required (for example, in cases of staff absence)
- As the role develops, there may be opportunities to take on additional musical leadership responsibilities, including the direction of further ensembles in discussion with the Director of Music.

## STAFF LEADERSHIP AND MANAGEMENT

- Provide professional leadership and line management for Visiting Music Teachers within Brass and Wind, including regular communication, support and performance development through the School's review and appraisal processes
- Work with the Director of Music on the recruitment, allocation and induction of Visiting Music Teachers, ensuring compliance with School policies and relevant regulatory requirements
- Foster a positive, collaborative and high-performing departmental culture, supporting professional development and addressing performance or conduct concerns as required
- Monitor and manage staff absence within the department and contribute, where appropriate, to formal employment processes in consultation with senior colleagues
- Contribute to, or take the lead where appropriate, in formal employment processes relating to Visiting Music Teachers, including capability, disciplinary matters, requests for flexible working and other employee relations issues, in consultation with the Director of Music and senior colleagues.

## ORGANISATION AND ADMINISTRATION

- Oversee the allocation of pupils to Visiting Music Teachers and coordinate instrumental lesson timetabling in liaison with the Director of Music and the Music Office
- Liaise with parents regarding pupil progress and performance, responding to queries in a professional and timely manner
- Coordinate entries for instrumental and vocal examinations, competitions and public performances, ensuring accuracy, timeliness and effective communication with pupils, parents and staff
- Take responsibility for departmental administration associated with concerts, performances and trips, including programmes, publicity, risk assessments and associated documentation
- Maintain oversight of School-owned instruments and music resources within the department, ensuring appropriate care, maintenance and accurate inventory records.

## WHOLE-SCHOOL CONTRIBUTION

- Make a positive contribution to the wider life, ethos and community of the School, in line with expectations of a full-time academic member of staff
- Demonstrate a clear commitment to equality, equity, diversity and inclusion, and to upholding the values and expectations of the School
- Demonstrate visible support for pupils, colleagues and the Music Department through attendance at concerts, competitions and performances where Brass and Wind are represented
- Contribute to whole-School initiatives, policy development and strategic discussions as appropriate to the role
- Develop effective professional relationships across the School, knowing when and how to draw on advice, guidance and specialist support
- Undertake pastoral responsibilities, including tutoring in a boarding or day house, in line with the expectations of full-time academic staff.

OUNDLE SCHOOL AND LAXTON JUNIOR SCHOOL ARE PROUD TO BE EQUAL OPPORTUNITY EMPLOYERS AND WE WELCOME APPLICATIONS FROM ALL. WE ARE COMMITTED TO THE ELIMINATION OF UNCONSCIOUS BIAS, PROMOTING AN ETHOS OF INCLUSION, RESPECT FOR OTHERS AND CELEBRATING DIVERSITY IN ALL ITS FORMS THROUGHOUT THE SCHOOL COMMUNITY.

These key tasks and competencies are not intended to be exhaustive, but highlight a number of major tasks and skill-sets that the post holder may be reasonably expected to undertake and demonstrate. A **full job description is available on request**. All teachers are expected to demonstrate consistently high standards of professional and personal conduct, maintaining high standards of ethics and behaviours.

It is the shared responsibility of the post holder and the Head to ensure that job description is kept up to date.



# PERSON SPECIFICATION

## QUALIFICATIONS

### ESSENTIAL:

- A relevant performance diploma, professional music degree or equivalent qualification
- Evidence of ongoing professional development as a performer, teacher and/or musical leader
- The ability to teach pupils from beginner to advanced and diploma level.

### DESIRABLE:

- A formal teaching qualification.

## MUSICAL EXPERTISE & TEACHING EXPERIENCE

### ESSENTIAL:

- A high level of practical musicianship within Brass and Wind, with a clear primary specialism
- Proven experience of one-to-one instrumental teaching across a broad range of ages and standards
- Experience of coaching, directing or conducting instrumental ensembles
- Professional performance experience at a high level
- A strong understanding of instrumental pedagogy and progression.

### DESIRABLE:

- Familiarity with ensemble progression models or tiered ensemble structures
- Experience of planning repertoire and contributing to the artistic direction of concerts or events
- Experience of working with marching bands or ceremonial ensembles (e.g. parade, outdoor or service contexts).

## LEADERSHIP & ORGANISATIONAL EXPERIENCE

### ESSENTIAL:

- The ability to provide confident musical and professional leadership within a large and busy department
- Experience of working collaboratively with Visiting Music Teachers and other colleagues
- Strong organisational skills, with the ability to manage complex timetables, priorities and deadlines effectively
- The ability to communicate clearly and professionally with pupils, parents and colleagues.

### DESIRABLE:

- Experience of contributing to staff development, mentoring or appraisal processes.

## PERSONAL QUALITIES

### ESSENTIAL:

- A positive, enthusiastic and committed approach to music education
- The ability to motivate, inspire and support pupils of all abilities
- A collaborative, collegiate working style, leading by example
- Calmness, good judgement and adaptability when working under pressure
- A willingness to contribute fully to the co-curricular and pastoral life of a boarding school.

### DESIRABLE:

- Experience of working in a boarding school or similarly demanding co-curricular environment
- Strong professional links with the wider music sector, including conservatoires, exam boards, professional ensembles or industry organisations.

**IT IS THE SHARED RESPONSIBILITY OF THE POST HOLDER AND THE HEAD TO ENSURE THAT JOB DESCRIPTION IS KEPT UP TO DATE.**

# YOUR APPLICATION

If you are an outstanding individual, passionate about your respective field and excited by our philosophy as a School, we would love to hear from you.

For an informal discussion about the role, or if you have any questions, please contact the Director of Music, Richard Dawson, via:

Email: [music@oundleschool.org.uk](mailto:music@oundleschool.org.uk)

tel: 01832 277132



## KEY DATES

**Closing date: Monday 23 February 2026, 9am**

**Interview date: Wednesday 4 March 2026**

## HOW TO APPLY

Please complete this [application form](#) and this [supplement form](#), before submitting using the contact details below.

*Please note that only fully completed application forms with supplements will be considered. CVs and covering letters are not included in the short-listing process.*

## SHORT-LISTING

We assess all applications based on the information provided on the application form and will short-list candidate who best fulfil the criteria for the role and the person specification. Subject to the number of applications, short-listing may take place before the deadline for applications has passed. If you have not heard from us within two weeks of the closing date, you can assume that your application is not being progressed on this occasion.

Completed application forms should be returned to:

Post: Human Resources, The Bursary, Church Street, Oundle PE8 4EE.

Email: [opportunities@oundleschool.org.uk](mailto:opportunities@oundleschool.org.uk)

Tel: 01832 277193

## INTERVIEW PROCESS

Short-listed candidates will be interviewed by the Head, the Deputy Head, the Deputy Head Co-curricular, the Director of Music and other Heads of Instruments. Candidates will be asked to teach as detailed below. They will also be given a tour of the School, and there will be a chance to meet members of the department informally.

- A 25-minute one-to-one teaching session, observed by senior members of the Music Department
- A 25-minute ensemble rehearsal with a School jazz ensemble, assessing rehearsal technique, musical leadership and communication
- Two formal interviews, exploring experience, leadership, musical vision and suitability for the role
- A short administrative task, designed to assess organisational skills and professional judgement
- Candidates may also be asked to perform a short piece of their choice; further details will be provided in advance.

## SAFEGUARDING AND CHILD PROTECTION

We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to appropriate safeguarding checks including an enhanced disclosure check by the Disclosure and Barring Service. All staff are required to provide evidence of identity, entitlement to work in the United Kingdom, and of qualifications declared on the application form.



# FIND OUT MORE

**A**head of filling out an application, we highly recommend getting a feel for what we stand for as a School. Do feel free to explore our website at your leisure, but to help direct you, this further suggested content will hopefully give you a greater insight into Oundle and the wonderful community of people who live and work here.

## Meet the Head

Hear from Dominc Oliver about what brought him to Oundle and what makes him proud to be Head.



## Our Philosophy

This is who we are as a School, what we do, what we value and where we are going. The full brochure is sent to all prospective parents.



## Our publications

We have a number of publications, including *The Review*, which reports against our strategic objectives and *Oundle Opportunities* which illustrates the breadth of our co-curricular offering. Our GCSE and A level options booklets can be viewed [here](#) too.



We are committed to minimising our impact on, and improving the quality of, the environment both now and in the future. Since 2021 we have worked in partnership with iE, Investors in the Environment, to structure our efforts and track our progress towards something which is recognisably better than where we started. In the summer of 2022 we achieved the Bronze level of accreditation and we are now working towards Silver.





