

**MUSIC
FOR
YOUTH**



**YOUNG LIVES
TRANSFORMED
THROUGH MUSIC**

DIRECTOR OF PROGRAMMES





Director of Programmes

Job Description

Position:	Director of Programmes
Reports to:	Chief Executive
Responsible for:	Programmes Team (See Organogram below)
Location:	CBSO Centre, Berkley Street, Birmingham B1 2LF
Additional Information:	Flexible/hybrid working with requirement for a minimum of 1-2 days in the office per week as necessary. Some UK travel where required.

THE ROLE

Music for Youth is a National Youth Music Organisation with a mission to develop, celebrate and unite the extraordinary talent of young musicians from every corner of the UK, creating a national stage that amplifies their voices and artistry.

As a member of the Senior Management Team (SMT), you will work closely with the Chief Executive to shape the annual programme, deepen relationships with key partners, and broaden MFY's national reach. You will lead the design and delivery of new initiatives, develop national partnerships, and produce high-profile flagship events within the national music education calendar, ensuring that young people remain at the heart of everything we do.

You will bring extensive knowledge of youth music-making across all styles and genres—from orchestras and choirs to rock, rap and contemporary forms. You will understand progression pathways and be able to spot and nurture talent through the staging of massed, participatory collaborations at major concert venues. You will also have significant experience commissioning new music for mixed-ability ensembles.

Adaptable and resilient, the Director of Programmes will inspire positive change and help foster a flexible, inclusive organisational culture. Leading by example, you will support colleagues to grow and thrive, investing in their long-term professional development and championing collaborative ways of working. The role includes line management responsibility for a small programmes team, as well as commissioning and overseeing freelance specialists on a project-by-project basis.

KEY RESPONSIBILITIES

Programme

Overall responsibility for the production, creative curation and management of Music for Youth's annual programme including:

- Music for Youth's Regional, Local and online festivals across the UK
- The MFY National Festival (including Primary Live, mainstage and fringe stages, and a full complementary workshop programme)
- Music for Youth Proms at the Royal Albert Hall
- Frequencies Programme (artist development and creative careers)
- Together for Music (promoting groups within the deaf, neurodivergent and disabled communities)
- MFY Invites (performance opportunities for young musicians)
- Other workshops, training programmes and national celebrations as required

Partners and relationships

- Maintain and develop partnerships with Music Education Hubs, NYMOs, MATS, schools, FE/HE, music groups, local authorities, community, and grassroots organisations.
- In collaboration with the senior management team, deepen relationships with key stakeholders including venues, sponsors, supporters, trusts and foundations.

Finance and reporting

As part of the senior management team:

- Contributing to the overall setting and management of the annual budget
- Data collection for impact assessments and project evaluations, including NPO reporting for Arts Council England

Management

- Leadership of the Programmes Team with direct line management for three employees
- Safeguarding as a DSO and performance licensing for events (BOPA)
- Managing freelance music mentors (recruitment, training, logistics and monitoring standards)
- Overseeing the Frequencies Creative Careers programme, which recruits over 100 18-25year olds each year through non-performance roles
- Overall responsibility for managing programme budgets

Leadership and Stakeholder Engagement

As part of the senior management team, you will contribute to:

- Strategic planning and organisational development
- Developing new business opportunities with key stakeholders
- Communications, marketing and promotion of MFY activities
- Securing and servicing strategic and funding partnerships

Other Duties

You will be expected to undertake other such duties as are reasonably required by the Chief Executive or the Board of Directors.

PERSONAL SPECIFICATION

Essential Experience

- Extensive experience leading the design, delivery and evaluation of large-scale music education programmes
- Demonstrable experience in producing high-profile, high-quality live events that are key moments in the national music education calendar
- Experience of working with young people, their teachers, and music leaders in an arts context
- Building and managing complex collective impact partnerships
- Managing professional musicians, artists, and freelance staff, including backstage and technical staff, project managers, etc.
- Commissioning new music.

Essential knowledge

- Deep knowledge of the music education sector, including government policy, music education hubs, MATS and the wider music industry landscape.
- Excellent knowledge of, and interest in, a wide range of music.
- Experience and knowledge of current arts education thinking and practice, in the formal and non-formal sectors.

Essential skills and abilities

- Educated to degree level or equivalent with excellent verbal and written communication skills.
- Ability to work under pressure with strong organisational skills and attention to detail.

- Ability to work on multiple projects simultaneously, delivering them on time and to budget.
- Strong interpersonal and communication skills, including ability to build strong partnerships and to manage a range of stakeholder relationships
- Ability to lead a team, leading by example and engaging colleagues in a way that engenders commitment.
- Deploy a range of styles to foster a positive working environment in which colleagues can develop and thrive.
- Excellent IT skills (Word, Excel, Outlook, PowerPoint).

Personal Attributes

- Confident decision-maker who remains composed under pressure.
- Inspiring leader who motivates others through a positive “let’s make it happen” attitude and a solution focused- approach.
- Naturally self-motivated-, creative, and flexible.
- Committed to continuous improvement and achieving outstanding results.
- Agile and adaptable, thriving in environments of change and growth.
- Consistently provides outstanding customer care, ensuring every interaction feels valued.
- Dedicated to building strong relationships.

Terms and Conditions

Contract:	Full-time, permanent
Salary:	£47,000-£50,000 depending on experience
Pension:	Employer contribution of 8%
Probationary period:	Six months, with one week’s notice and thereafter the notice period will be three months
Holidays:	25 days, plus statutory Bank Holidays and Christmas

The role will require occasional evening and weekend working for which time off in lieu is given.

It is a condition of employment that a satisfactory enhanced DBS disclosure will be required

Safeguarding

The responsibilities of this role include making decisions affecting young people at MFY events and may involve handling young people’s contact details. Therefore, the position requires a successful DBS disclosure. MFY is responsible for the safeguarding of young people involved in its activity.

Equality of Opportunity

We are committed to building a diverse and inclusive workplace. We welcome applications from all individuals regardless of age, disability, gender identity or expression, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We recruit and develop our people based on their skills, experience, and potential, and we strive to ensure that every stage of our recruitment process is fair, transparent, and free from discrimination.

About Music for Youth

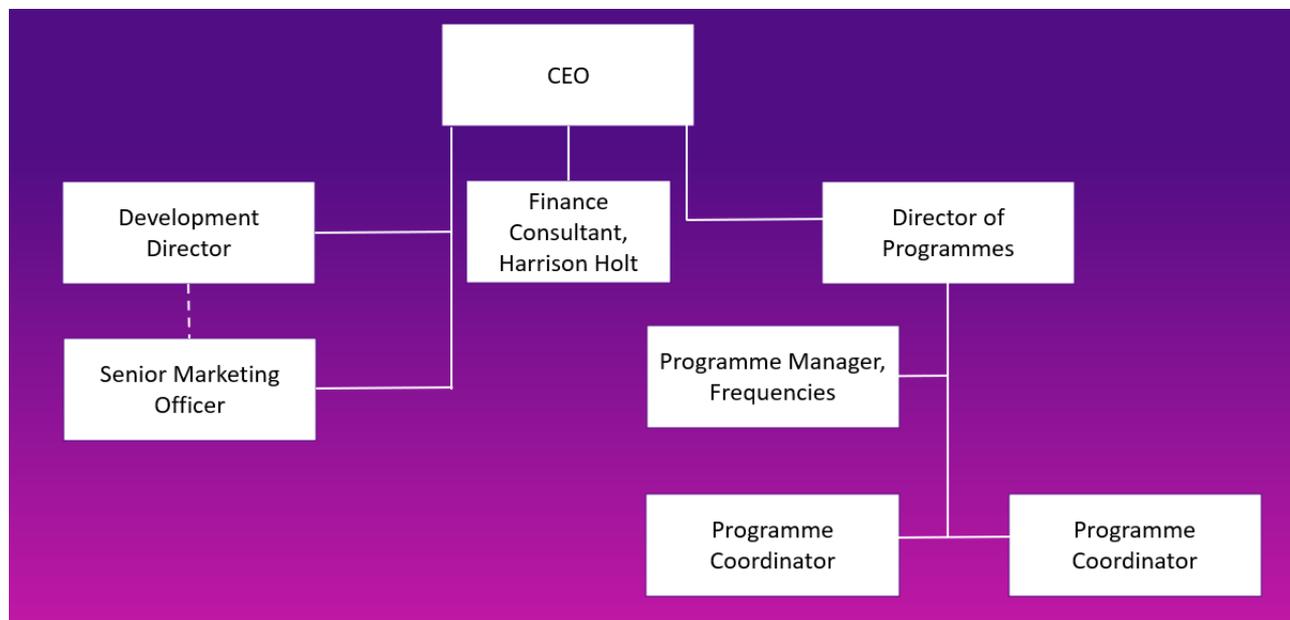
Our Vision is to be the spearhead of a vibrant, inclusive cultural movement where the brilliance of youth music inspires communities, enriches the nation’s identity, and nurtures the next generation of creatives.

Our Mission is to develop, celebrate and unite the extraordinary talent of young musicians from every corner of the UK, creating a national stage that amplifies their voices and artistry.

We do this by providing opportunities, platforms, and support for young musicians to develop and showcase their talent, connect with peers, and shine on a national stage, ensuring their creativity is recognised, celebrated, and championed across the UK.

If you'd like to explore the role further, you're warmly invited to arrange a conversation with our CEO, who's happy to answer any questions you may have. phil@mfy.org.uk.

MFY Organogram



Learn more and apply

Application Process

To apply for the role, please submit:

1. Your CV
2. A cover letter (max 2 pages) detailing:
Why you are interested in this role.
What you would bring to the organisation.

Please send your application form and cover letter to recruitment@mfy.org.uk with the subject line: Application for Director of Programmes vacancy.

Deadline for Applications: Wednesday 22nd April 2026 at 12pm.

Interviews:

First round interviews will take place on Tuesday 28th April 2026,
Second round interviews will take place on Tuesday 5th May 2026.

If you have any access needs or other practical questions, please email phil@mfy.org.uk.

