JOB DESCRIPTION

Job Title:	**Contemporary and Commercial Music Senior Teacher**
Region/Location:	**Stoneham Court, Reading**
Contract Type:	**Permanent**
Hours:	**Part time, 16 hours per week**
Job Code:	**MST01-2 ET-2**
Reporting Structure:	**Reports to Contemporary and Commercial Music Development Manager**

Primary Job Purpose

We are looking for an inspiring Contemporary and Commercial Music Senior Teacher to lead high-quality, professional teaching delivery across a wide range of contemporary and commercial music programmes including band coaching and music production at different ages and ability levels.

Principal Responsibilities

1. Deliver a portfolio of weekly small-group and ensemble teaching across several programmes in the contemporary and commercial music department.
2. To teach weekly sessions for the three Soundstage, rock/pop ensembles at Reading Music Centre.
3. To teach weekly sessions for our KS2 First Band Project, in local schools.
4. To teach weekly group music production classes using our suite of iPads and Macs and assorted recording/production technology.
5. Working alongside Contemporary and Commercial Music Development Manager to prepare suitable materials/charts/arrangements for varying ability levels of band instruction.
6. Working alongside Contemporary and Commercial Music Development Manager to prepare suitable materials/exercises for varying ability levels of music production.

Our Values

- **Inclusivity** – we believe music should be accessible to all
- **Respect** – we respect others views and lived experiences
- **Transparency** – we are open and honest
- **Innovation** – we continuously evolve and adapt to changing needs
- **Responsibility** – we take responsibility for our mission
- **Partnership –** we embrace partnership working

PERSON SPECIFICATION

	Criteria
Skills and Abilities	• A degree in contemporary music, or professional experience performing in this area. • High level of confidence and experience leading band coaching and music production instruction. • Excellent organisational skills. • Excellent and accurate standard of written and verbal communication. • Excellent classroom/group management skills. • The ability to create and manage an inspiring and pedagogically impactful learning environment.
Experience & Knowledge	• At least 4 years' teaching experience, with a portfolio of work including small group, whole class, and individual instruction. • Professional level of training to play 1-2 band instruments (guitar, bass, drums, keyboard, vocals), and preferably basic facility on the remaining instruments. • Experience of managing learning in groups: how to 'read the room' and create learning that offers a level of challenge and independence appropriate to age, ability, capacity and context. • Experience of developing and adapting resources to respond to learners' interest and needs, including designing SEND-specific lesson plans and resources. • Experience of developing high-quality resources for different ability levels. • An excellent understanding of the promotion of good instrumental/vocal health through good posture and/ or instrument hold. • Knowledge of how to differentiate teaching to meet the interests, needs, and learning styles of a wide range of children and young people. • Knowledge of the latest developments in music pedagogy, specifically pertaining to contemporary and commercial music.
Personal attributes and other requirements	• Well organised and able to manage your own time. • Able to respond proactively to the dynamic and unpredictable nature of classroom/group teaching environments and maintain a high quality of pedagogical impact. • Able to work collaboratively and creatively to find effective solutions to problems. • Motivated to maintain a high level of productivity and to strive for continuous improvement. • Be forward looking, with an open, growth mind-set.

ROLE COMPETENCIES

Competency Group – Communication

Competency Title	Description
Listening	Understands and learns from what others say
Reading Comprehension	Grasps the meaning of information written in English and applies it to work situations
Speaking	Conveys ideas and facts orally using language the audience will best understand.
Writing	Conveys ideas and facts in writing using language the reader will best understand
Competency Group - Cognition	
Competency Title	**Description**
Analysis/Reasoning	Examines data to grasp issues, draw conclusions and solve problems
Creative & Innovative Thinking	Develops fresh ideas that provide solutions to all types of workplace challenges
Decision Making & Judgment	Makes timely, informed decisions that take into account the facts, goals, constraints and risks
Mathematical Reasoning	Uses mathematical techniques to calculate data or solve practical problems
Problem Solving	Resolves difficult or complicated challenges
Researching Information	Identifies, collects, and organises data for analysis and decision-making
Competency Group – Personal Effectiveness	
Competency Title	**Description**
Accountability & Dependability	Takes personal responsibility for the quality and timeliness of work and achieves results with little oversight
Adaptability & Flexibility	Adapts to changing business needs, conditions and work responsibilities
Attention to Detail	Diligently attends to details and pursues quality in accomplishing tasks
Customer Focus	Builds and maintains customer satisfaction with the products and services offered by the Organisation
Development & Continual Learning	Displays an ongoing commitment to learning and self-improvement
Ethics & Integrity	Earns others' trust and respect through consistent honesty and professionalism in all interactions
Results Focus & Initiative	Focuses on results and desired outcomes and how best to achieve them. Gets the job done
Safety Focus	Adheres to all workplace and trade safety laws, regulations, standards and practices
Self-Management	Manages own time, priorities and resources to achieve goals
Stress Tolerance	Maintains composure in highly stressful or adverse situations
Tact	Diplomatically handles challenging or tense interpersonal situations
Competency Group – Interaction with Others	
Competency Title	**Description**

Influencing Others	Influences others to be excited and committed to furthering the Organisation's objectives
Relationship Building	Builds constructive working relationships characterized by a high level of acceptance, cooperation and mutual respect
Teamwork	Promotes cooperation and commitment within a team to achieve goals and deliverables
Valuing Diversity	Helps create a work environment that embraces and appreciates diversity
Competency Group – Occupational	
Competency Title	**Description**
Advocating Causes	Influences others to act in support of ideas, programs or causes
Enforcing Laws, Rules, & Regulations	Enforces governmental laws, rules, and regulations, and initiates enforcement actions in a way that the public perceives as fair, objective and reasonable
Facilitating Groups	Enables cooperative and productive group interactions
Gaining Voluntary Compliance	Convinces others to follow recommendations and advice to bring them into compliance with regulations, standards or policies
Interviewing Others	Asks questions in ways that enhance the clarity, quality and reliability of information
Managing Projects or Programs	Structures and directs others' work on projects or programs
Mediating Disputes	Helps others resolve complex or sensitive disagreements and conflicts
Negotiating Agreements	Reaches deals or compromises
Providing Consultation	Partners with clients to identify and resolve complex or sensitive issues
Training & Presenting Information	Formally delivers information to groups
Competency Group – Management Qualities	
Competency Title	**Description**
Business Alignment	Aligns the direction, products, services, and performance of a business line with the rest of the Organisation
Coaching & Mentoring	Enables co-workers to grow and succeed through feedback, instruction and encouragement
Leadership	Promotes Organisational mission and goals and shows the way to achieve them
Fiscal Accountability	Follows fiscal guidelines, regulations, principles and standards when committing fiscal resources or processing financial transactions
Organisational & Political Savvy	Uses knowledge of the Organisational and political climate to solve problems and accomplish goals
Planning & Organizing	Coordinates ideas and resources to achieve goals
Staff Management	Manages staff in ways that improve their ability to succeed on the job
Strategic Vision	Sees the big, long-range picture