



APPOINTMENT OF DIRECTOR OF MUSIC

Stowe

Job Title: Director of Music
Department: Music
Accountable to: Senior Deputy Head
Responsible for: Chapel Organist; Heads of Section;
Music Administrator; Visiting Music Teachers

Purpose of Job

The Director of Music is principally responsible for the development and delivery of extra-curricular Music and for the recruitment and development of Music Scholars.

Context

The Stowe Group comprises Stowe, Swanbourne House and Winchester House Independent Schools, situated on sites in Buckinghamshire and Northamptonshire. Between the three schools, The Stowe Group can offer education for boys and girls from 3-18 years. Within The Group there are more than 1,400 pupils and 600 members of staff. The Schools occupy sites of historical significance in Swanbourne, in the market town of Brackley and in the beautiful landscape gardens at Stowe, where we work with The National Trust to manage the landscape gardens and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision.

Vision & Ethos

Our goal is to inspire pupils and staff to be Change Makers who will shape positive futures for themselves, their families and the global community. Our World-class facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve. Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. It is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community. We are committed to the development of character with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. We strive to attract and retain employees of the highest calibre. The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support staff. We focus on employee well-being, provide opportunities for professional growth and create a culture of community and partnership. Environmental stewardship and sustainability are cornerstones of The Stowe Group. Pupils and staff have a heightened awareness of their social and environmental responsibility in preserving our unique eco-system. We have developed and implemented a comprehensive Environmental Stewardship Programme which confronts a variety of challenges, including climate change and environmental sustainability.

Values and Behaviours

The Director of Music is expected to act professionally at all times and in accordance with the standards of behaviour and code of conduct outlined in the Teaching Staff Handbook and below.

The Stowe Community is committed to working together to achieve Stowe's aims and objectives. We are a Christian community that aspires to excellence through working efficiently while being responsive to change, adding value where possible and using resources wisely. We collaborate to work as members of a team, communicating and consulting often and openly. We act with integrity and treat each other considerately, valuing diversity and rejecting discrimination. We operate within the appropriate laws and regulations. We are accountable to each other and to our pupils, parents, governors and visitors. The Stowe Community is both environmentally and socially responsible, recognising the importance of an appropriate work/life balance.

Music at Stowe

Opened in 2014, the Chung Music School includes the 200 seat Ugland Auditorium, two ICT suites running Cubase 7.5 and Sibelius 7 software (enhanced by Native Instruments Komplete plug-ins), a soundproofed Pro-Tools-equipped recording studio with tie lines to all other major spaces in the building, a well-stocked library, and numerous practice and rehearsal rooms. Stowe is an All-Steinway School featuring Steinways and Steinway-designed pianos (Boston and Essex models) in all teaching and practice rooms, including a piano teaching studio containing two Steinway Baby Grands, and a Model D Grand in the Recital Room. The Music Department holds regular events and masterclasses for pupils given by world-class musicians, and has close relationships with a number of high-profile artists, including Lang Lang who, during his visit in April 2015, was made Lifetime President of the Chung Music School.

There are around ninety musical events in the School year and it is not unusual for there to be three in any one week. There are

regular concerts given by the pupils, often after Chapel on a Sunday. Major concerts take place throughout the year given by the Orchestra, Chapel Choir, Wind Band, Choral Society or other large ensembles. In recent years, the Choral Society has performed Haydn's *Nelson Mass*, the Mozart and Fauré *Requiems*, and Beethoven's *Ninth Symphony*. The orchestra annually performs Handel's *Music for the Royal Fireworks* and other works on the South Front of the Mansion to accompany the firework display on 5th November. There is also a House Singing Competition in the Michaelmas Term, in which all boarding houses compete with both a unison and part-song.

The Department works closely with the Drama Department to produce music theatre productions and music for plays. The School premièred the UK Schools Version of *Prodigy* in 2019, originally commissioned by the National Youth Music Theatre, with whom we have close links. In recent years the School has also put on very successful productions which involved pupils from our prep schools in supporting roles. In the Summer Term, ensembles and soloists perform for guests at

Speech Day. There is also a large pop concert produced annually in the Summer Term, attended by most of the School. Featured guest artists for this concert have included Roger Hodgson (Supertramp), Tony Hadley (Spandau Ballet) and in 2022 we welcomed Tom Walker and Lulu.

We offer masterclasses in wind, brass, string, percussion, voice and keyboard. There are also Prep School outreach days. Pupils regularly participate (and do well) in local and national competitions, including the local Milton Keynes Festival of Music and Drama, and the South East Schools Chamber Music Competition. We have excellent ABRSM and Trinity exam board results.

We have pupil organists at various levels, who work towards playing hymns for chapel services. The organ at Stowe is the second largest school chapel organ in the world, with four manuals and seventy-five stops. It is serviced and tuned regularly by Harrison's of Durham with an ongoing maintenance programme in place.

There is a Chapel Choir, currently consisting of around seventy pupils, who sing in the weekly Eucharist or Evensong services. They sing a wide range of repertoire mostly drawn from the Anglican choral tradition. They also sing *a capella* and accompanied secular repertoire at various school and local events, including the annual Dinner and Jazz evening.

The School currently has thirty-two Music Award Holders (either Scholars or Exhibitioners) who play a significant role in their contribution to music at Stowe. Of these, most are working above, at or around Grade VIII level. The Music Department is outstanding in many respects, and most staff members are active professional musicians both locally and nationally with some high-profile organisations.



Academic Music

There is a separate Head of Academic Music in order to better allow the Director of Music to concentrate on the development of the extra-curricular programme and the Music Scholars. In the Third Form (Y9) pupils receive one period (55 minutes) of Music each week; thereafter academic Music is available at GCSE and A-Level. The numbers taking GCSE are growing: in Fourth Form (Y10) there are eighteen pupils, and in Fifth Form (Y11) there are eleven pupils. Results are strong: in the TAGs last year, 100% of pupils achieved grades 7-9 at GCSE and 100% achieved grades A*-B, at A Level. At A Level there are three pupils for Music, seven for Music Technology in the Lower Sixth (Y12) and five studying Music and seven studying Music Technology in the Upper Sixth (Y13). Numbers continue to rise.

Music Technology

Stowe boasts state-of-the-art and unrivalled facilities for Music Technology. Pupils of any age can sign up for Music Production lessons, which are treated in the same way as peripatetic instrumental lessons. Two members of staff teach around thirty pupils per week, with numbers continually increasing. We also offer Music Technology at A Level and are looking to pilot a Music/Music Technology related EPQ stream in 2022-23. All Music Technology pupils are involved in sound engineering for School concerts and productions.

Stowe seeks a Director of Music who will build on its many successes and be an inspiring leader as well as outstanding musician. The Director of Music is expected to encourage uptake of both academic Music and Music Technology, and to support pupils' more general interests in music making. The Director of Music is expected to support and participate in the delivery of academic music

Key Responsibilities and Accountabilities

The Director of Music is expected:

- To ensure the delivery of a programme of musical performances

both by and for Stowe pupils to both encourage wide participation in Music and also to showcase and develop excellence.

- To develop short, medium and long-term strategic plans for raising the profile and success of the Music Department and the use of The Chung Music School.
- To manage the Heads of Section (Head of Instrumental, Head of Keyboard, Head of Voice) in their delivery of the extra-curricular lessons and choirs, bands and orchestras.
- To recruit Music Scholars and Music Exhibitioners into the School and to oversee their musical education and development (and help them to manage their range of commitments).
- To ensure the organisation and excellence of all instrumental lessons by Peripatetic music teachers.
- To encourage, manage and support the professional development of staff within the Department and promote a professional and positive working atmosphere that encourages co-operation and values the contributions that individuals make to the work of the Music Department.
- To enthuse both staff and pupils about Music in all forms.

Key Tasks:

1 Main duties

- To promote and oversee the management of the wide range of musical groups / activities at Stowe: Orchestra, String Orchestra, Wind Band, Swing Band, Chapel Choir, Chamber Choir, Stowe Choral Society, Senior Jazz Combo, Junior Jazz Combo and numerous brass, wind and string ensembles, Horn Quartet, Clarinet Quartet, 2 Flute Groups and 2 String Quartets.
- To direct the Orchestra, Chapel Choir and the Chamber Choir.
- To engage regularly and proactively with prep and primary schools. This should include the organisation of hosting events and opportunities at Stowe for prep and primary schools, as well as going out to these schools to offer masterclasses and judge competitions.
- To actively recruit and then support Music Scholars and Exhibitioners and ensure they are developing musically and contributing positively to the musical life of the School.
- To work with the Director of Drama on School dramatic performances and musicals.
- To work with the CEO of Arts at Stowe to develop a programme of concerts for the benefit of the school and the wider community
- To work with and promote Music events in term and holiday periods.
- To manage the department budget as agreed, annually, with the Finance Director and the Deputy Head (Academic).
- To line manage the Heads of Section, Music Administrator and Studio Manager and ensure they carry out their professional duties; particularly, the management of their Music groups; conducting Job Chats, Lesson observations and monitoring of peripatetic music teachers;

supporting and monitoring Music Scholars and Exhibitioners and pupil attendance in their Sections.

- To advise pupil musicians on careers and degrees at Universities and Conservatoires.

2 Chapel

- To liaise with the School Chaplain and to provide the music (organ and choir) to accompany the liturgy in Chapel weekdays and Sundays and at other special School occasions, e.g. Remembrance Day, the two whole School and parent Carol Services, the Prep & Primary School Choral Day and Services of Confirmation.

3 Concerts, Recitals & Masterclasses

- To organise and publicise the regular weekly pupil concerts arranging programmes and room bookings.
- To organise events and concerts with guest musicians and department staff.
- To organise the Stowe Festival Orchestra and Stowe Choral Society for special concerts, Speech Day and Instrumental and Vocal Festival Days.
- To organise the annual Mozart Trio Prize Competition.

4 Instruments

- To arrange for the maintenance and good order of School musical instruments including the School pianos and Chapel Organs.

5 Other

- If qualified and experienced to do so, to teach a timetable, as agreed by the Head of Academic Music and the Deputy Head (Academic).
- To work with the Senior Deputy Head, Deputy Head (Academic) and others on the Calendar Committee.



- To be responsible for the training, adherence to and management of appropriate Health & Safety, risk assessments and Child Protection and safeguarding training issues related to the Department.
- To promote staff development, for example, by delegating responsibilities within the Department to ensure career and professional development.
- To ensure compliance of all staff with the current Teaching Staff Handbook.

6 General Duties

- To take responsibility for the educational, social, pastoral and moral welfare of pupils in the context of Stowe's boarding community.
- If a Junior School Tutor, to assist the Houseparent of the House to which he/she is assigned as required by the Head. For Junior School Tutors, this will normally involve a regular, weekly evening duty supervising pupils, occasional supervision of early prep and some weekend events as needed. If a Sixth Form Tutor, to monitor the academic progress of a group of Sixth Form pupils and to assist with all aspects of their planning and applications for Higher Education. This will normally involve meeting with them individually every week or every other week.
- To provide guidance and advice to tutees assigned to him/her,

Person Specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • An Honours degree (or equivalent) in the relevant subject(s) • Post-Graduate Certificate in Education or instrumental awards by a recognised professional body or institution. 	
Specialist Skills & Experience	<ul style="list-style-type: none"> • A minimum of five years' teaching experience. • Managerial and administrative experience within a teaching (or equivalent) environment. • Demonstrable vision for the short, medium and long-term strategic development of the department and Music School. • The musical ability and training to conduct orchestras and ensembles. 	<ul style="list-style-type: none"> • Basic financial management (departmental budgets). • The ability to offer piano accompaniment for instrumentalists.
Personal Qualities	<ul style="list-style-type: none"> • A willingness and commitment to participate fully in the pastoral care, School duties and extra-curricular activities. • An ability to motivate, enthuse and influence with strong interpersonal skills. • A commitment to safeguard and promote the welfare of children. 	

Benefits

Free meals, refreshments and parking
Competitive pension scheme
Discounted School Fees – 50% across all Schools in The Stowe Group
Annual Golf Membership for colleague and immediate family
Use of School facilities – gym/swimming pool for colleague and family
Death in service benefit
Wellbeing benefits including free Flu vaccination and eye tests
10% discount in the School Shop
Learning and development opportunities

How to Apply

An application form can be downloaded from our website:
www.stowe.co.uk/careers-at-stowe

Please select the Stowe School teaching positions application form and return this to: recruitment@stowe.co.uk

For any questions or queries please don't hesitate to contact a member of the People team on: 01280 818005

Salary: Dependent on Experience

Closing Date: 18 September 2022

Proposed Interview Date: W/C 26 September 2022



**We are
Change
Makers**