

## **Job Profile: Head of Music Service**

**Job Title: Head of Music Service**

**Job Grade: Level 6 Zone 1**

**Salary Range: £64,086 - £76,802**

### **About Camden**

Camden is listening to everyone, including you. We're giving a platform to people inside and outside our community. Because, we're not just home to the UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

The Head of Music will lead Camden's highly regarded Music Service, inspiring and equipping the central team and team of freelance tutors to deliver high quality, impactful music provision for young people across the borough, and supporting Camden Learning's family of 60 schools in delivering a strong Music curriculum.

### **About the team**

The Camden Music Service, working as part of Camden Learning – our locally aligned schools-led partnership – aims to ensure that every child in Camden is equipped by their school to engage with meaningful musical activities in or out of school. The Camden Music Service works with all Camden schools to support the curriculum, and with individual children and families across the borough to organise a wide range of social music-making activities. It organises two Saturday Music Centres, and a wide range of Sunday and holiday groups which perform at major London venues including the Jazz Café, LSO St Luke's, Holy Sepulchre, London (the Musicians' Church) and the British Library. Every two years it leads the Camden Schools' Music Festival at the Royal Albert Hall: involving 2,000 children from every maintained school in the borough, this glorious event celebrates the achievements of Camden's schools, teachers and pupils, and leaves children and families with lifelong memories.

Children in primary schools receive at least one year of free instrumental tuition, and the Music Service works closely with schools to encourage children of all backgrounds and aptitudes to continue to play beyond the year of free tuition, through the provision of low-cost lessons and groups, and bursaries.

Approximately 2,000 individual lessons take place every week in termtime, and 3,000 children a year learn in the free, whole-class provision. The Service subsidises lessons for children on Free School Meals and those whose families are in receipt of Housing Benefit or Council Tax Support.

The service employs about 150 freelance instrumental teachers to deliver these lessons. The Service maintains a large stock of instruments for loan or hire to schools and individuals.

### **About the role**

The Head of Music Service will lead the development and delivery of a world-class Music Service, ensuring strong outcomes for young people across Camden and strategic support for schools. The postholder will shape the long-term strategic vision and delivery model for the Service, ensuring it is equipped to support many future generations of musicians. As the public face of the Camden Music Service, the Head of Music will build strong relationships across a

wide range of stakeholders and partners, including school leaders, teachers, parents, politicians, funders, corporate partners, specialist music organisations, boards and trusts, and national bodies such as Arts Council England, and will be a credible expert and advisor in excellence in Music education. Leading a team of committed professionals, the Head of Music will set an ambitious vision for the delivery of music education in Camden, overseeing a busy schedule of tuition, ensembles, orchestras and courses as well as high-profile performances and flagship events such as the Camden Schools' Music Festival at the Royal Albert Hall. As part of Camden Learning's Wider Leadership Group, the Head of Music will contribute to the success of Camden Learning and Camden's family of schools.

The existing postholder is retiring in April 2024.

### **About you**

- Qualified to degree level with music as a clear career specialism, either in schools or other professional musical settings
- A holder of Qualified Teacher Status, DfE or other appropriate teaching experience, with proven success in working with children and young people in schools or other relevant settings
- An inspiring leader of music education with a vision for inspiring all Camden children and young people to engage in music, and the strategic leadership successfully implement this vision across the borough
- An unconditional commitment to social justice and actively promoting equality of opportunity
- A credible leader of the Camden Music Service who can inspire the confidence of headteachers, young people, parents and key stakeholders including the Camden Music Trust, Camden Music Steering Group, politicians and senior colleagues in Camden Learning and Camden Council, and national organisations such as Arts Council England
- Strong experience working with schools and high credibility with senior school leaders and Music specialists
- Expertise in the music education landscape, able to communicate and apply this expertise compellingly to achieve desirable outcomes; strategically and politically aware, using up-to-date knowledge of the policy landscape to adapt projects accordingly
- A proficient financial manager, able to manage a £2 million budget and with the skills necessary to ensure the Service's long-term, sustainable financial future
- An experienced team leader and people manager
- A strong and adaptable written and oral communicator, able to deliver messages to a wide range of stakeholders in settings ranging from large rehearsals to board meetings
- Highly developed project and programme management skills; able to manage multiple fast-paced projects, and iterate and adapt to changing circumstances to ensure key outcomes are delivered
- Experience delivering high-profile, large-scale, multi-stakeholder events
- Excellent communication, presenting, diplomacy and influencing skills that can be used at a range of levels including school leaders, business leaders, and Council members
- Adept in quality assurance and safeguarding.

**Work Environment:**

The role will be based at the Music Office in the Crowndale Centre, 218 Eversholt Street, London NW1 1BD, and occasionally at 5 Pancras Square, London N1C 5AG. Camden Learning has a hybrid approach, with staff required to work from the office at least two-three days each week. The Head of Music role requires a significant amount of in-person attendance at events, meetings, and rehearsals, which often take place outside of usual working hours.

**People Management Responsibilities:**

Managing a team of six, as well as 150 freelance instrumental teachers. Contributing to the leadership of Camden Learning as a member of the Wider Leadership Group. Ensuring a high quality provision at all levels and a commitment to realising an ambitious vision for the music service.

**Relationships:**

The Music Service is seconded to Camden Learning, Camden's schools-led partnership, which enable close working with and strategic links with schools. Camden Learning is a limited company funded by Camden Council and all Camden schools. The Head of Music will be employed by Camden Council and seconded to Camden Learning, and will be line-managed by Camden Learning's Director of Programmes: STEAM and Partnerships.

**Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG