

HEAD OF ACADEMY JOB DESCRIPTION

Maestros' programme for Gifted and Talented students

This role is a key position within the Middle Leadership Team of Berkshire Maestros and is integral in enabling the organisation to achieve its long-term Strategic Plan. The role is diverse, challenging and rewarding, providing inspirational leadership and musical direction for children and young people with exceptional musical ability and/or potential.

The Business

Maestros is a charitable trust and the lead organisation of the Berkshire Music Education Hub (BMEH). Each week during the academic year, Maestros provides high quality music education opportunities for children and young people (CYP) across Berkshire. Nearly 6,000 students receive instrumental and vocal lessons in schools or at one of the numerous music centres located across the county. Maestros also provides opportunities for students to participate in a variety of orchestras, bands and choirs ranging from beginner to advanced groups and offers a comprehensive range of musical services to all ages, including Early Years and adults. Maestros aims to ensure that a wide variety of musical opportunities is available to children, members of the wider community and music practitioners across the sector.

Some aspects of the hub's provision are externally funded (e.g. through the annual DfE grant), enhanced further by contributions from parents, charitable trusts, commercial sponsorship, fund raising and from support from voluntary and community organisations. Maestros serves the five Unitary Authorities of Reading, West Berkshire, Wokingham, Bracknell Forest and the Royal Borough of Windsor and Maidenhead.

Vision

All children and young people in Berkshire will experience an inspirational, high quality musical education.

Primary Job Purpose

To lead the strategic development of high level instrumental opportunities within Berkshire Maestros and the Berkshire Music Hub ensuring the provision of high quality, challenging learning opportunities and routes of progression for exceptionally able young instrumentalists through the Maestros Academy programme.

Accountable to: the CEO, reporting to the Director of Educational Development

Principal Responsibilities:

Across the county:

- I. Lead the musical and educational provision of all G&T sessions across the county, ensuring that sessions are inspiring, high quality, challenging and relevant to individual pupil needs
 - a. Review and develop innovative enrichment programmes and extension activities based around chamber music with a range of suitable cross- discipline, holistic repertoire
 - b. Create/support appropriate routes of progression for gifted, talented and promising young instrumentalists ensuring the highest possible musical aspirations and collaborations; working with colleagues and key professionals to support accelerated and specific learning activities in high level musical training
 - c. Ensure the ongoing development and expansion of the Academy, cultivating mutually beneficial strategic partnerships with performing artists, professionals and expert providers of high level musical education across a full range of styles and genres as appropriate
 - d. Develop relevant 'Performance Programmes' – masterclasses, workshops, chamber groups, platform concerts, recitals etc - liaising with key professionals to devise high quality performance opportunities for all pupils identified as EMA

2. Support the development and delivery of special projects and events to raise the profile of Maestros and promote our success and achievements across the county and at a national level; ensure the highest possible musical aspirations and collaborations within Maestros provision for young instrumentalists with EMA
3. Lead on the early identification, assessment and monitoring of young instrumentalists with EMA
4. Advise and liaise with colleagues to ensure that the needs of CYP with EMA are being met in courses, ensembles, rehearsals, concerts etc
5. Assist with the formulation, delivery, communication and monitoring of the Hub and Maestros strategic plans, supporting, implementing and driving forward the Berkshire Maestros 2022 strategy;
6. Line manage, lead, mentor and motivate a team of assigned staff
7. Share and be committed to Berkshire Maestros Core Values and modelling the overarching leadership competencies in all areas of work
8. Maintaining an appropriate teaching timetable as agreed with SMT, revised from time to time as appropriate and depending on the needs of the business
9. Undertake any other duties commensurate with the post that may be assigned by the CEO

KEY REQUIREMENTS

The post-holder must:

- be an inspirational music teacher and coach with outstanding high level personal instrumental skills
- be a high calibre musician and experienced educator qualified to initial degree level 2:1 or above (post graduate qualifications desirable e.g. licentiate, masters, PGCE etc)
- have excellent knowledge of and ability to identify and select challenging yet appropriate repertoire, including chamber music with the ability/willingness to seek expert advice from colleagues and key professionals
- be enthusiastic, passionate, energetic, innovative and creative - must be able to successfully challenge all young instrumentalists who demonstrate exceptional musical ability and/or potential
- have experience of developing programmes and opportunities which will motivate and excite young people
- have a good understanding of current issues, initiatives and developments relating to music education
- be forward looking, with a proactive and positive attitude
- have a collegiate approach to working within a matrix structure and be genuinely committed to collaborative hub working
- demonstrate excellent organisational, administrative and communication skills
- possess excellent inter-personal skills with a range of stakeholders - professional artists, students, parents, schools and colleagues
- show flexibility in all aspects of work including evenings, weekends and some holiday periods
- have the ability to travel widely across the area, and county when required – full driving license and a car is essential

Benefits include:

- Competitive remuneration dependent on skills, experience and qualifications starting from £32k FTE
- This is a full-time contracted position, although a part-time role may be available for the right candidate
- Car allowance
- Travel expenses
- Pension
- Appropriate phone/media device/allowance
- Large team of professional and collegiate staff
- Access to a comprehensive range of specialist instruments
- Dedicated leadership time as part of contracted hours
- Opportunities to work with external professionals and specialists

BERKSHIRE MAESTROS CORE VALUES

- Ambition and access for every child and young person
- Excellence in practice

- Commitment to our partnerships and community working
- Respect, professionalism and investment in our colleagues
- Effective and evolving communication
- Positive and proactive approach
- Determination to drive continuous improvement and embrace change

Berkshire Maestros is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will be subject to an Enhanced Disclosure and Barring Service (DBS) check. Berkshire Maestros takes the responsibility of child protection very seriously and checks the suitability of staff and volunteers to work with children. Berkshire Maestros is an equal opportunities employer.