



DEPUTY DIRECTOR OF MUSIC & CURRICULUM

BASED: Hybrid working between our Big Noise centres and home working (contractual base can be any of our Big Noise centres). We anticipate that you will be travelling to and working from one of our Big Noise centres (Glasgow, Edinburgh, Stirling, Dundee & Aberdeen) for the majority of your week.

APPLY BY: Wednesday 4th March 2026

SISTEMA SCOTLAND INFORMATION

Sistema Scotland delivers its work through the delivery of Big Noise programmes across six communities in Scotland. These communities are Raploch & Fallin in Stirling, Govanhill in Glasgow, Torry in Aberdeen, Douglas in Dundee and Wester Hailes in Edinburgh.

Our current strategy:

This year, we are launching a refreshed strategy that will guide our work through to 2030. Our focus is on deepening our impact while reaching as many children and young people as we can through Big Noise. We are committed to listening to the voices of children, young people and communities, ensuring they shape how we move forward.

Our values underpin how we work – with children and young people and their families, and with each other. Our values are:

- **Ambitious:** we build on our strengths and aim high
- **Creative:** we bring innovation and possibility to everything we do
- **Compassionate:** we work with kindness to build supportive environments where everyone feels valued
- **Committed:** we work with children and young people over the long-term and in a flexible way

What we do:

Our Big Noise programmes use music and nurturing relationships to support children and young people to realise their potential as well as improving lives and strengthening the communities we work alongside. Our programme is focused on early intervention and stimulating generational social change, increasing confidence, aspiration, community cohesion, pride and developing high level skills in the young people involved.

Who we work with:

We work with children and young people from babies to school-leavers, their families and the wider community.

How we do this:

Our Big Noise programmes include instrumental lessons, general musicianship sessions, and group teaching in our afterschool & holiday clubs, as well as home visits and community choirs/ensembles/performances.

Sistema Scotland's expenditure budget in 2025/26 is c.£6.5m, projected to increase in future years as the programmes grow. Income to meet this expenditure is raised from



Scottish Government, partner local authorities, trusts and foundations, lotteries, individuals and corporate partners.

For more information, please see our website:
<http://www.makeabignoise.org.uk/work-with-us>

THE TEAM

We currently employ approximately 195 staff across our six Big Noise programmes and Sistema Scotland's central team. The successful applicant will report to the Director of Music & Curriculum and will join the wider central team consisting of the Chief Executive Officer and function areas of Administration, Finance, Fundraising, Human Resources, Communications & Marketing, and Evaluation.

The Deputy Director of Music & Curriculum is a new role, reflecting the desire to support effective learning and teaching across the organisation, in line with our organisational strategy.

The Chief Executive Officer reports to a voluntary Board of Directors.

JOB INFORMATION

- POST:** Deputy Director of Music & Curriculum
- REPORTS TO:** Director of Music & Curriculum
- BASED:** Hybrid working between our Big Noise centres and home working (contractual base can be any of our Big Noise centres). We anticipate that you will be travelling to and working from one of our Big Noise centres (Glasgow, Edinburgh, Stirling, Dundee & Aberdeen) for the majority of your week.
- TENURE:** Permanent
- DAYS OF WORK:** Full Time – 5 days / 35 hours per week (some flexibility in working pattern may be considered). Although the hours of work will be predominantly 9am-5pm, the after-school programme in each of our Big Noise centres runs until 5pm or 5.30pm four days a week so some flexibility in finish time/travel time will be required.
- SALARY SCALE** £56,000 per annum.
- SUPERVISION:** You will have a 6-month probationary and initial induction period. All staff also have regular protected time with their line manager (Support and Supervision) as well as the opportunity for an annual review to discuss performance, development and to set out annual goals (Performance and Development Review). These structures are in place to ensure that staff feel supported, equipped and confident in their roles. Staff will have Support and Supervision sessions every 4 weeks during the probationary & initial induction period and every 8 weeks thereafter.
- LEAVE:** We offer the equivalent of 37 days paid holiday per year (pro rata for part time staff); 19 of these days are set when we operate shut down periods over Christmas and New Year, Good



Friday/Easter Monday, May bank holiday weekend, and 2 weeks in August. Staff can take the remaining 18 days flexibly throughout the year in agreement with their line manager. Staff are also entitled to an extra week of leave during a shut down period in August, should you be in our employment at this time, based on the hours you would be due to work that week.

We also offer the equivalent of up to 2 weeks unpaid leave per year (pro rata for part time staff) to allow staff to benefit from other work and commitments throughout the year should they choose to do so.

PENSION: After you have completed 3 months service with Sistema Scotland, staff are auto enrolled into a contributory pension scheme where Sistema Scotland match employee's contributions at 5%. Staff can choose to opt out of the scheme.

RIGHT TO WORK: We also welcome applications from all nationalities; however, we are unable to offer visa sponsorship for this role, so before you apply for this post, please ensure that you have the right to work in the UK. For more details on eligibility to work in the UK, please visit <https://www.gov.uk/check-uk-visa>. We will ask you to bring proof of your eligibility to work in the UK with you to interview.

START DATE: ASAP

HOW TO APPLY:

To apply for this role you must complete our online application form at <http://www.makeabignoise.org.uk/work-with-us> where you will also find the full job and person specification (no CVs please). As well as detailing your qualifications and work experience, you will also have the opportunity to explain why you are interested in working for Sistema Scotland and how you meet our requirements as detailed in the job/person specification. On the application form we will also ask you to give us the names and contact details for two referees, one of these should be your current or most recent employer (please state if you would prefer us not to contact your current employer until you are provisionally offered the role).

Closing date for applications is Thursday 5th March 2026 at 10am.

The selection process will be held in one of our central belt Big Noise centres on Thursday 19th March 2026 will include a panel interview, a short audition, a demonstration lesson and a short competency task.

We believe our people should represent the communities we work with. That's why we are committed to being an inclusive employer and a great place to work. We recognise and celebrate the fact that our people come from diverse backgrounds. We positively welcome applications from people from ethnic minority backgrounds, people with disabilities or longstanding health conditions, people who are LGBTQ+, and people from different socio-economic and educational backgrounds, as well as people of all ages.



The successful applicant will be subject to PVG check although having a criminal record will not necessarily be a bar to working with Sistema Scotland.

For any additional information please e-mail recruitment@sistemascotland.org.uk or telephone 01786 236914.



DEPUTY DIRECTOR OF MUSIC & CURRICULUM JOB DESCRIPTION

1. PRINCIPAL AIMS

- 1.1 Working closely with the Director of Music & Curriculum to support and strengthen the musical delivery of our Big Noise programmes.
- 1.2 Key support in quality assurance, the planning & execution of training & induction, cross-centre musical collaborations, and ensuring the principles of inclusive practice are embedded in our work.
- 1.3 As part of the Leadership Team, to support the smooth running of the organisation and delivery on strategic outcomes.
- 1.4 To mentor and line manage the Curriculum Leaders; these are cross centre roles who support delivery and develop curriculum in their specialist area (currently General Musicianship, Early Years, Strings and Woodwind, Brass & Percussion).

2. PRINCIPAL DUTIES

The following gives an indication of the duties and responsibilities that the post may involve. The exact nature of these duties and responsibilities will change over time and the post holder will be expected to work flexibly and carry out any work that is reasonably required and is appropriate to the role.

- 2.1 Working closely with the Director of Music & Curriculum to support and strengthen the musical delivery of our Big Noise programmes.
- 2.2 As part of the Leadership Team, supporting the smooth running of the organisation and delivery on strategic outcomes.
- 2.3 Mentoring and line managing Curriculum Leaders (currently General Musicianship, Early Years, Strings and Woodwind, Brass & Percussion), shaping work plans and working collaboratively to meet musical/strategic objectives.
- 2.4 Lead contact and oversight for existing/emerging Higher Education and Further Education links, including coordination of the Big Noise module for 4th year undergraduates at the Royal Conservatoire of Scotland.
- 2.5 Key support – with involvement of Curriculum Group members - in the planning and execution of:
 - Cross-centre training and development weeks
 - Centre-specific training to improve identified areas of delivery e.g. Early Years, inclusive practice, General Musicianship
 - New staff induction (senior musicians, musicians & support musicians)
- 2.6 Key support in cross-centre musical collaborations (e.g. Big Noise United Orchestra, national level projects).



- 2.7 Quality assurance of Learning and Teaching across the Big Noise programme.
- 2.8 Facilitating cross-centre working and knowledge exchange.
- 2.9 Key support in ensuring programmes maximise the number of children and young people accessing Big Noise in their communities and the principles of inclusive practice are embedded.
- 2.10 Local authority strategic support with Heads of Centre.
- 2.11 Leading on the delivery of key strategic priorities as identified and agreed with the CEO on an annual basis.
- 2.12 Supporting and contributing to other key organisational function areas as required, such as budget setting, fundraising and communications work.

All Posts in Sistema Scotland:

- 3.1 Contributing to the development of a professional working and learning environment in the organisation.
- 3.2 Contributing to the organisation's understanding of diversity and its implications for the arts, education and community and to ensure this understanding informs all the organisation's activities.
- 3.3 Ensuring adherence to the organisation's policies and procedures with particular reference to safeguarding/child protection, equality, diversity and health & safety.
- 3.4 Supporting the organisation in its journey to becoming a net zero organisation.
- 3.5 Working in a flexible manner in line with the organisation's social and corporate objectives and to be willing to undertake other duties as reasonably requested.



DEPUTY DIRECTOR OF MUSIC & CURRICULUM PERSON SPECIFICATION

We are looking for someone with:

- A belief in the benefits that a social programme such as Big Noise / Sistema Scotland can have.
- A passion for music and belief in the impact and transformative power it has for children and the wider community.
- Extensive experience and knowledge of music education including different pedagogies, teaching styles and models.
- Educated to degree level or equivalent qualification.
- Extensive experience of large group/whole-class musicianship and instrumental instruction with a proven track record of success.
- Experience of teaching using a Kodaly-inspired approach and applying it to instrumental pedagogy.
- Experience of teaching a variety of ages from early years to adults.
- Experience of designing and delivering training sessions for musicians/teachers.
- Professional standard of playing (or singing) and significant experience as a performer.
- Sound knowledge of beginner and intermediate level teaching techniques on a variety of instruments and a good knowledge of all orchestral instruments.
- Experience and success in taking on leadership roles and responsibilities including line management and project/event management.
- Experience of providing constructive feedback to musicians/teachers.
- Willingness to challenge others, and openness to receiving challenge.
- Ability to prioritise a busy workload while ensuring targets and deadlines are met.
- Ability to work collaboratively and supportively with colleagues.
- Ability to use initiative and work independently, managing a portfolio of work effectively.
- Excellent IT skills, including Word and Excel.
- Strong interpersonal skills with the ability to mix appropriately with a wide range of people.
- Commitment to the long-term goals of the programme, our participants and communities.
- Ability to regularly travel to all our Big Noise centres throughout Scotland (Glasgow, Edinburgh, Stirling, Dundee and Aberdeen).
- Ability to work flexibly, with occasional evening and weekend work.

We would ideally like someone with:

- Experience of curriculum development with associated implementation and monitoring.
- Experience of arranging music for ensembles and creating differentiated parts for individuals using digital software e.g. Sibelius, Finale.
- Experience and training in conducting large ensembles or orchestras.
- Experience of organising trips and events for young people, including overnight residentials.
- Experience of managing budgets.
- Formal teacher training e.g. PGCE, PGDE etc.