



SUPPORT WORKER BIG NOISE DOUGLAS

BASED: Douglas, Dundee

APPLY BY: Friday, 12th December 2025 at 10.00 am

SISTEMA SCOTLAND INFORMATION

Sistema Scotland delivers its work through the creation of Big Noise programmes within communities, and currently runs six programmes in Douglas in Dundee, Raploch & Fallin in Stirling, Govanhill in Glasgow, Torry in Aberdeen and Wester Hailes in Edinburgh.

Our current strategy:

At the heart of Sistema Scotland's current strategy is a commitment that our Big Noise programmes will support children, young people, families and communities in Scotland to sustain and improve their wellbeing, resilience and learning, and to strengthen networks by:

- targeting our long-term, immersive support in communities of greatest need and
- broadening impact by sharing resources and creating learning partnerships

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.

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

THE TEAM

We currently employ approximately 190 staff across our six centres and Sistema Scotland's central team. Each Big Noise Centre team consists of the following posts: Head of Centre, Operations Manager, Administrator(s), a team of Senior Musicians, Musicians and Support Workers, and a team of volunteers and cover musicians (freelance). Musicians work as part of a team, have scheduled time for planning lessons and access to our curriculum of materials.

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

JOB INFORMATION

POST:	Big Noise Support Worker (part-time)
REPORTS TO:	Senior Musician or Operations Manager
BASED:	Douglas, Dundee
DAYS OF WORK:	<u>Monday - Thursday:</u> • School term time: 9 hours per week (2:45 – 5:00pm) • School holidays: 18 hours per week (9:00am – 1:30pm)
TENURE:	Permanent
SALARY:	£25,848 - £27,680 (£14.20 per hour) (all new staff start on the first point of the scale)
SUPPORT & SUPERVISION:	All staff 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. Support Workers have Support and Supervision sessions every 3 to 4 weeks during their 3-month probationary period and once a term 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 1 week 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 welcome applications from diverse backgrounds. 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 at Big Noise Douglas 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 Friday, 12th December 2025 at 10:00 am

Interviews are expected to take place in Douglas (Dundee) during week commencing 15th December 2025 (exact date to be confirmed).

If you would like an informal chat, please phone the Big Noise Douglas office on 01382 767650 / 07867 317864. For any additional information please e-mail recruitment@sistemascotland.org.uk or telephone 01786 236914.

If you are interested in this vacancy, but would like some assistance with completing the application form, please email recruitment@sistemascotland.org.uk

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.

SUPPORT WORKER (BIG NOISE DOUGLAS) JOB DESCRIPTION

1. PRINCIPAL AIM

- 1.1 To support Big Noise Musicians/Teachers as they deliver the Big Noise After School and Holiday Club programmes. This includes participating in sessions, modelling engagement and attention for the children & young people, and building strong relationships with the children & young people to assist them in maximising their potential

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.

- To participate in Big Noise After School and Holiday Club sessions.
- To provide additional support and supervision of children & young people who require this, e.g. in small nurture groups, or individually to support positive behaviour.
- To support any children & young people who are not in session to work towards enabling them to rejoin the group.
- To follow Individual Support Plans for specific children & young people, and contributing to these (where appropriate, as part of the Support Worker team).
- To share good practice with the Musicians/Teachers, particularly focusing on techniques to promote positive behaviour.
- To provide emotional and wellbeing support for children & young people.
- To help to facilitate the transition between school and Big Noise (including supervising walking lines and transport from schools)
- To be part of the team supervising snack and break times.
- To work with and build links with families, including priority families.
- To supervise children & young people at the end of the group sessions.
- To supervise children & young people during sign in / out of After School Club and Holiday Clubs
- To assist in setting up and clearing away Big Noise sessions, for example putting out chairs, setting up music stands, moving instruments etc.
- To participate in support worker meetings and whole team training & meetings.
- From time to time to participate in additional trips, concerts and residencies.
- To undertake such other responsibilities as shall be assigned from time to time by the line manager or Head of Centre.



All Posts in Sistema Scotland:

- To contribute to the development of a professional working and learning environment in the organisation.
- To contribute 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.
- To ensure adherence to the organisation's policies and procedures with particular reference to safeguarding/child protection, equality, diversity and health & safety.
- Supporting the organisation in its journey to becoming a net zero organisation.
- To work 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.

SUPPORT WORKER (BIG NOISE DOUGLAS) PERSON SPECIFICATION

We are looking for someone who is/has:

- Experience of working in a supportive role with children & young people in an education or community setting.
- Genuine interest in supporting and helping others.
- Excellent interpersonal skills, ability to deal confidently and work well with colleagues, children & young people, and their families.
- Experience of working in a team.
- Ability to be positive and flexible in a changing environment.
- A belief in the benefits that a social programme such as Big Noise / Sistema Scotland can have.

We are ideally looking for someone who is/has:

- Evidence of professional development in positive behaviour techniques, and other methods to support children's behaviour.
- Working with children who have experienced trauma.
- Working with children with additional and complex needs.
- A professional qualification in education, childcare or other relevant discipline.
- Experience of working in areas of multiple deprivation.
- Experience of working in the local community of Douglas/Dundee.
- Training in conflict resolution
- First Aid certificate.