



ST PAUL'S
GIRLS' SCHOOL

Musical Technical Manager

(1 year FTC)

**CANDIDATE
INFORMATION
PACK**

Required from 27 August 2026

Welcome

St Paul's Girls' School (SPGS) is an extraordinary school. While we are well known for regularly achieving some of the best GCSE and A level results in the country, what has stood out to me since joining the School in September, is its truly distinctive ethos, focused on nurturing creativity, curiosity, and a love of academic discovery.

Ours is a school full of opportunity where students are encouraged to take responsibility, to get involved and to broaden their horizons. The co-curricular programme at SPGS is wide ranging and ambitious and students are actively engaged in service to the community with numerous opportunities for local partnerships.

SPGS is a vibrant and welcoming community where individuality is celebrated, friendships flourish, and curiosity thrives. With few rules and no uniform, students enjoy the freedom to explore ideas beyond the curriculum and engage in a rich array of co-curricular opportunities. Our pastoral care nurtures empathy and leadership whilst creativity and innovation are at the heart of everything we do.

As we develop our outstanding educational provision in the coming years, I am excited to be leading a collegiate, high-performing and exciting team at SPGS. I hope that you will consider joining me in this important role for me, and for the school.

Liz Hewer, High Mistress





The School

St Paul's Girls' School is a historic and highly successful day school in west London, welcoming students aged 11 to 18. It was founded in 1904 by the Worshipful Company of Mercers as one of the first purpose-built schools for girls and was designed by the architect Gerald Horsley. It is one of the country's leading independent secondary day schools and is a lively academic community with excellent facilities for all subjects.

The education we offer is classical yet forward-looking, encouraging students to take risks, think ambitiously and play a leading role in the world beyond school. It is no coincidence, therefore, that amongst our alumnae we count leading scientists, journalists, artists and politicians. One of our earliest students was Rosalind Franklin, whose brilliant pioneering work was pivotal to the understanding of DNA.

There are 825 students on roll, coming from a wide range of feeder schools across both the state and independent sector and there is thriving sixth form of about 230 students. Entry to the school at 11+ is by competitive exams held in January and at 16+ in November, and there is heavy demand for each place. Public exam results are consistently outstanding and about 40% of all students every year move on to Oxford and Cambridge. Increasing numbers also go on to higher education at Ivy League colleges in the United States. Aspirations and achievements in many areas go well beyond what one would normally expect from a school, making SPGS a very exciting and stimulating place in which to work.



Role Overview

Working in the Music Department at St Paul's Girls' School is both challenging and highly rewarding, offering the opportunity to contribute to a culture that strives for excellence while remaining inclusive and supportive of all students, regardless of their level of experience.

The department is committed to inspiring a lifelong love of music by providing a wide range of opportunities, supporting each individual to develop their potential, and fostering a strong sense of wellbeing across the community. At the same time, it values music as an academic discipline in its own right, encouraging students to understand music in context and engage thoughtfully with contemporary issues through their study and practice.

The Music Technical Manager plays a central role in supporting the day-to-day running of a busy and high-performing Music Department. This is a varied and hands-on position combining technical, organisational and musical support across both curriculum and co-curricular activity.

Working closely with the Deputy Director of Music and wider team, you will ensure that rehearsals, lessons, performances and events run smoothly. You will manage instruments and equipment, support concerts and productions, and contribute to the delivery of a rich and ambitious music programme.

This role also offers scope to tailor responsibilities depending on your strengths, including opportunities to support ensembles, assist with teaching, and contribute to partnership work.

Key Responsibilities

This is a term-time (plus 1 week) post which provides day to day support for the music department. There is some flexibility in the scope of the role depending on the skills and experience of the postholder, broadly covering practical, musical, academic and administrative support. The post holder is involved in curricular and co-curricular activities. They are responsible for assisting with the smooth running of activities such as setting up and packing down rehearsals, liaising with the school caretakers and providing support at concerts. The post holder also helps run practical music exams, which take place on around three Saturdays throughout the academic year, and maintain the department's music library, including acting as music librarian for major school concerts.

An overview of the core duties of this role are outlined below, but these are not exhaustive and may flex depending on the needs of the Department.

Equipment, Instruments, Music Library

- Monitoring equipment use, keeping the department and music stores tidy and maintaining an up-to-date equipment inventory.
- Management of the Music Department library, music for concerts, and day to day rehearsals.
- Maintaining classroom instruments, constructing new equipment and organising repairs

Event Organisation and Room Preparation

- Work closely with music and wider school staff to ensure the smooth running of departmental activities
- Support performances through orchestral movement, staging and stage management
- Coordinate the setup of rehearsal and performance spaces in collaboration with caretakers and other teams

Key Responsibilities

Event Organisation and Room Preparation (continued)

- Organise and manage staging, equipment and technical requirements for concerts and productions, working with music, theatre and IT colleagues
- Prepare and maintain music spaces so they are fully equipped for lessons, rehearsals and events
- Support and facilitate student-led musical activities where appropriate
- Take a proactive approach to managing rehearsal and events schedules, anticipating and resolving potential clashes or issues

Teaching

- Contribute to the musical life of the department by supporting ensembles, with opportunities to coach, accompany or gain classroom teaching experience depending on skills
- Actively support the school's partnerships work, particularly music-led initiatives

Department Support

- Provide technical support and advice for concerts, performances and wider department activity
- Manage the recording, editing and administration of performance exam materials
- Deliver basic training to staff on relevant audio-visual systems and equipment
- Maintain departmental systems (e.g. SharePoint/portal) and provide occasional administrative support
- Work closely with IT Services to support audio-visual provision, developing expertise in key performance spaces
- Collaborate with and support other technicians across the school as required

Person Specification

We are looking for someone who brings a blend of technical knowledge, musical interest and a positive, can-do attitude. You'll be comfortable working with audio-visual and recording equipment, and either have experience with editing software or be keen to develop your skills further.

You'll also have a genuine interest in a wide range of music and, importantly, you'll be someone who is organised, proactive and takes pride in the detail. You will pride yourself on remaining approachable, flexible and good-humoured in a busy environment, including a willingness to adapt working hours as necessary to support events and performances.

Essential:

- Strong organisation and ability to manage multiple tasks
- Good communication and interpersonal skills
- Ability to work independently and in a team
- Calm, flexible and able to work under pressure
- Proficient in Microsoft 365

Desirable:

- Experience in education or arts environment
- Experience supporting live events
- Ability to contribute musically
- Familiarity with a broad range of musical repertoire and styles
- Understanding of basic recording equipment for performance exams



Our Educational Ethos

The emphasis on liberal learning established by the first High Mistress, Frances Gray, finds expression today in an academically adventurous curriculum, which encourages intellectual freedom, discovery, and the joy of scholarship. In our rich and varied academic curriculum students are encouraged to explore beyond the syllabus to enrich their learning through collaborative work, interdisciplinary projects and individual research. We run several school-directed courses at GCSE level: Computer Science, Creative Technologies, Art and Design, Drama and Theatre Studies, Music, and History of Art and a bespoke programme in the Sixth Form which extends learning beyond A levels as preparation for university and the world of work. Pastoral care is excellent, and all students are placed in small tutor groups to ensure the highest standards of personal attention and development.

Creative Arts & Co-curricular

We have an excellent reputation for the creative and performing arts with students contributing to an exciting programme of musical and dramatic performances and art exhibitions. Music plays a central role. The composer of *The Planets*, Gustav Holst, was Director of Music at the school for over 30 years, and his legacy continues. Our co-curricular programme is full and varied, offering innumerable opportunities for students to develop their individual interests and skills, from debating to fencing, chess to Fem Soc. We also have an extensive supra-curriculum in subject related lectures clubs, societies, many of which are led by the students.

Sustainability

We have an active and popular society focused on sustainability, which works closely with the school to raise awareness of environmental issues and to reduce our carbon footprint, a project to which we are deeply committed.

Sports

The school is well accustomed to sporting success, with hundreds of fixtures played throughout the year and opportunities for all ages and talents. Our pitches, tennis and netball courts, sports hall and pavilion are close by, offering some of the best sporting facilities a central London school could wish for.





Equality, Diversity and Inclusion

Diversity and inclusion sit at the heart of the school. We believe passionately that it is our moral imperative to contribute to social mobility through education and to work to reduce the attainment gap, which, the EPI reported, has stopped closing for the first time in a decade. Our bursary programme currently provides financial support to 11% of students, and we are at the beginning of an exciting journey to increase that figure significantly.

Our bursary students enrich our school community beyond measure, bringing with them differing world views and lived experiences that contribute to a wonderfully diverse student body.

The Paulina Foundation

We established the Paulina Foundation, a separate entity through which fundraising for bursaries, partnerships and buildings takes place. We recently launched our 'Opening Doors' campaign with significant targets to ensure that we are able to meet our goals and make an SPGS education accessible to any student who meets the academic criteria.

Partnerships

Our partnerships programme has grown considerably in recent years. We work extensively with primary schools, secondary schools and the local community to widen educational opportunities by sharing our facilities and expertise and to provide mechanisms by which we can learn from each other.

Our staff and students are engaged in numerous projects, from our Primary Hub where students mentor primary students, to our Friday service programme, which sees our Y12 students off timetable for an afternoon a week to pursue service activities. Additionally, our collaboration with St Paul's School continues to grow, with an increasing number of opportunities for all staff to get involved.

Driving New Technologies & Futures

We are committed to providing a cutting edge, relevant and future proof education for our students. To that end, the school has invested significantly in a programme of building works and refurbishment, including The Rosalind Franklin Wing - a new Centre for Design & Innovation (CDI). The centre houses our computer science and creative technology department, alongside sculpture, art and design.

The development of new technologies will impact every career and every aspect of our lives; the creative industries are the fastest growing sector of the UK economy, accounting for 1 in 6 jobs in the UK. It is essential, therefore, that we ensure our students are fully equipped with the skills, knowledge and expertise they need to navigate a digital world with confidence and that we prepare them for the careers of tomorrow. The building houses art & sculpture studios, with a live broadcast studio, maker spaces and tech labs, and encourages interdisciplinary activities across the breadth of the curriculum, as well as creating opportunities and capacity for partnerships work.

This is an exciting period for the school as we build on the extraordinary foundations of the past to ensure that the education we provide is forward-looking and responsive to future needs.





Further Information

Terms & Conditions of the post

This role is offered on a fixed term basis for 1 year with the possibility of extension. This is a term time + 3 week position, totaling 39 weeks per year.

The role is offered for 45 hours per week, and the working pattern is as follows: Monday & Tuesday - 8.00-5.00pm, Wednesday – 8.30-5.30pm, Friday 8.00-4.00pm with one hour unpaid lunch break each day.

Annual leave is permitted to be taken during school holidays. The salary is based on qualifications and relevant experience, aligned with our generous salary scale and external benchmarking standards.

Successful candidates are required to complete a medical declaration and undergo an Enhanced Disclosure and Barring Services (DBS) check, and overseas check (if appropriate).

Disclosure and Barring Service (DBS) and Overseas Checks

St Paul's Girls' School is a "registered body" under the Police Act 1997 because employment here involves access to children under the age of 18. This post will require an enhanced DBS check from the Disclosure and Barring Service before we can confirm an offer of employment.

Unless you are a member of the DBS update service you will need to apply for a new disclosure, even if you already hold one. Former members of staff who are not on the update service who re-join us, also require fresh disclosures unless less than three months have passed between their leaving and their re-employment date. If you have lived or worked abroad for a period of 3 months or more during the past 10 years, you will also need to provide appropriate paperwork, such as a police certificate of good conduct, from the countries you have lived in.

Safeguarding Guidelines

St Paul's Girls' School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). We expect all staff to share this commitment.

St Paul's Girls' School welcomes applications from all sectors of the community as we aspire to attract staff that match the social and cultural diversity of our pupil intake. We seek to offer fair and inclusive employment policies, interview and arrangements that avoid bias and support all applicants and staff equally.

Benefits

Private Health Insurance

Available for Senior Managers and Heads of Department on appointment and for staff who have completed 5 years' service. Part-time staff receive a pro-rata entitlement. All staff, regardless of whether they are entitled to free private health insurance or not, may purchase cover for themselves, their spouses, and dependent children, taking advantage of the school's group discount.

Season Ticket Loan

Interest free season ticket loan of up to £2,000 (repayable within a year) to cover the costs of travelling to and from the school is available to all staff.

Access to School Leisure Facilities

Staff have complimentary access to the school's on-site sports facilities during specified days and times.

Bike2Work Scheme

If you cycle to work, you can save up to 42% on the cost of bicycles and/or cycle equipment with the Bike2Work scheme.

Life Assurance Scheme

Life assurance cover benefits are in place for all staff.

Employer Pension Contribution

All staff who meet the eligibility criteria and rules of the plan, are entitled to join the school's Defined Contribution Pension Scheme administered by Aviva.

School Lunch

All staff are entitled to a free school lunch if they are working on site at the time when the dining hall is open.

Employee Assistance and Counselling Service

All staff and their immediate family over the age of 18 who are living with them, have access to the school's Employee Assistance Programme. This is a free and confidential telephone-based professional advice and 24-hour counselling service. Staff can also access the school's on-site counselling service with one of our Staff Counsellors.

DSE Eye Tests

All display screen equipment users are eligible for reimbursement of their eye test fees (up to £35), an annual contribution towards prescription lenses, and a biennial contribution towards frames when their optician confirms the need for lenses specifically for DSE use.

Fee Reduction

Permanent staff can request remission of tuition fees for the St Paul's foundation schools after a year of service if their children meet the entrance criteria. Remission is applied pro-rata for those working part time.

Further Studies Funding

The school is committed to continuous professional development (CPD) of all staff. The level of support provided depends on the relevance of the further study to the staff member's job role.

Application Process

How to apply

Further information about the role and how to apply can be found on our website <https://spgs.org/vacancies>

Applications must be submitted through the recruitment portal; we are unable to accept CVs.

We recommend that candidates apply as soon as possible since applications will be reviewed as they are received, and interviews may be arranged on a rolling basis. We reserve the right to close this vacancy should we receive a suitable volume of candidates. Early applications are encouraged.

Closing date: 8 June 2026
First interviews: 18 June 2026

Please note that these interview dates are fixed and cannot be rescheduled. We may conduct preliminary interviews via Teams.

The application process for this role will include a final panel interview, in-tray exercise and safeguarding interview.

Further details

Should you have any queries about the role or the application process please contact recruiting@spgs.org quoting the job title in the subject line.



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