



## **SUPPORT WORKER BIG NOISE WESTER HAILES**

**BASED:** Wester Hailes, Edinburgh

**APPLY BY:** Monday 29<sup>th</sup> June 2026 at 10am

### **SISTEMA SCOTLAND INFORMATION**

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

#### 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.

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 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:** Wester Hailes, Edinburgh
- DAYS OF WORK:** 7.5 hours per week during school term time only (40 weeks of the year) with hours worked across a combination of Tuesday, Wednesday and Friday afternoons. The exact working pattern will be agreed with the appointed candidate.
- TENURE:** Permanent
- SALARY:** £25,848 - £27,680 (£14.20 per hour). Pay award from 1st July 2026 pending  
(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 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:** Ideally week beginning 10<sup>th</sup> August 2026

#### **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 Wester Hailes 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 all applications is Monday 29<sup>th</sup> June 2026 at 10am.**

**Interviews will take place in Wester Hailes (Edinburgh) on Tuesday, 7<sup>th</sup> July 2026.**

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.

If you would like an informal chat, please contact Kirsty Oates (Operations Manager) on 0131 287 0531. For any additional information please e-mail [recruitmenrecruitment@sistemascotland.org.uk](mailto:recruitmenrecruitment@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](mailto:recruitment@sistemascotland.org.uk)



## **SUPPORT WORKER (BIG NOISE WESTER HAILES) 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 residential.
- 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 WESTER HAILES) 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 Wester Hailes in Edinburgh.
- Training in conflict resolution
- First Aid certificate.