

HEAD OF CENTRE (MUSICIAN) BIG NOISE DOUGLAS

BASED: Douglas, Dundee

APPLY BY: Wednesday 26th August 2026 at 10am

SISTEMA SCOTLAND INFORMATION

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

Our current strategy:

Over the coming year, our focus is on positioning the organisation for its next phase of sustainable growth, building on the strong foundations and significant growth over the last five years. We will prioritise deepening our impact while extending our reach to more children and young people through Big Noise. Central to this approach is a clear commitment to listening to the voices of children, young people and communities, and ensuring these insights inform strategic decision-making and shape our future direction.

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

- **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
- **Creative:** we bring innovation and possibility to everything we do
- **Ambitious:** we build on our strengths and aim high

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). All musician roles 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:	Head of Centre (Musician), Big Noise Douglas
REPORTS TO:	Director of Music & Curriculum
BASED:	Douglas, Dundee (the Head of Centre role is based in the Douglas community and most hours being worked onsite)
TENURE:	Permanent
DAYS OF WORK:	Full time. 5 days/35 hours per week (some flexibility in working pattern may be considered). These hours will mainly be worked during office hours Monday to Friday with some flexibility required for travel & events, occasionally at evenings & weekends. Travel will be required regularly within Scotland for this role.
SALARY SCALE	£51,805 - £55,894 per annum. New staff are appointed on the first point of the scale. So, working 5 days a week, the salary will be £51,805 per annum (£4,317 gross salary each month).
TRAINING:	We will provide at least 8 training sessions per year. Some of these sessions may be out with your contracted days/hours and you will be paid at your normal rate of pay for these sessions. At least 5 of the 8 required training sessions will be options provided to you from a group menu set each year. Up to 3 of these sessions can be individualised (personal) training sessions, agreed between you and your line manager.
SUPPORT & SUPERVISION:	You will have a 6-month probationary and initial induction period where you will be supported to evidence a range of assessment criteria and outcomes. 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 first 3 months of their 6-month 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 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: 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 Wednesday 26th August 2026 at 10am.

The selection process will take place in **Douglas, Dundee on Thursday 17th September 2026** and will include a panel interview, a short audition on your principal instrument & a demonstration lesson with a group of young people. It will also include a presentation to a group of community members.

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.

HEAD OF CENTRE (BIG NOISE DOUGLAS) JOB DESCRIPTION

1. PRINCIPAL AIMS

- 1.1 To provide visionary musical and people leadership for Big Noise Douglas, based on the core values of Sistema Scotland and the existing Big Noise programmes.
- 1.2 To have lead responsibility for and oversight of the successful Big Noise centre service design and delivery of the Big Noise Curriculum in the centre.
- 1.3 To drive the culture for the Big Noise team in Douglas, continuing to embed them and the programme successfully into the fabric of the community and local partnerships.
- 1.4 As part of the Leadership Team, to support the smooth running of the organisation and delivery on strategic outcomes.
- 1.5 To bring a determination to tackle inequality in Scotland and to ensure that community voices are central to solutions to tackle poverty.
- 1.6 To advocate and highly value the role of early intervention, creativity, music and relationship-based practice in improving lives.

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 Building and sustaining positive relationships with the community, key partners and acting as a champion for the Big Noise programme.
- 2.2 Understanding the Big Noise centre community and region, and overseeing the Big Noise team's involvement in local stakeholders groups (e.g. partner schools, parents, locality action planning and community groups).
- 2.3 Lead on the service design of the Big Noise model in collaboration with other centres, the community, and the Sistema Scotland leadership team (structure and content) to meet the changing needs of the children as the programme continues to grow.
- 2.4 Overall responsibility for ensuring the programme is as inclusive as possible, ensuring there are appropriate supports systems in place to identify and support children and families with additional vulnerabilities or needs to be involved.
- 2.5 As part of the Sistema Scotland leadership team, participating and building the organisation strategy and then converting this to deliverables for the community and region.
- 2.6 Inputting into musical/strategic priorities both for the specific Big Noise centre and for the wider organisation.
- 2.7 In consultation with the Big Noise centre Senior Team, recruitment of Senior Musicians, Musicians, Operations and Administration Team and Support Workers to areas of work based on skills set and needs of programme.

- 2.8 Ensuring an effective programme of support and supervision, training and development in place for all staff members and volunteers (supported by the Sistema Scotland central team).
- 2.9 In collaboration with the Director, and Deputy Director of Music & Curriculum and cross centre Curriculum Leaders ensuring effective quality assurance processes are embedded, allowing for observing, reviewing and monitoring the programme delivery across the staff team, leading on the development of consistency and quality.
- 2.10 Overall responsibility for the management of the Big Noise In-School and After-school and supporting the Operations Manager and Senior Musicians to run it day to day.
- 2.11 Implementing and overseeing the assessment and monitoring framework for participants to monitor progression for all children through the Big Noise programme.
- 2.12 Overseeing management of large events and projects (which may be delegated to other members of the Big Noise centre senior team).
- 2.13 Lead contact for Safeguarding and Child Protection concerns raised at the Big Noise centre.
- 2.14 Involvement in cross centre Sistema Scotland development groups (Curriculum Development, Head of Centre peer groups etc)
- 2.15 Lead responsibility for managing the Big Noise centre finances and budget lines (with support from the Sistema Scotland central team).
- 2.16 Line management and supervision of the Big Noise centre Senior Musicians and Operations Manager.
- 2.17 To undertake such other responsibilities as shall be assigned from time to time by the line manager, the CEO or the Director, or Deputy Director, of Music and Curriculum.

All Posts in Sistema Scotland:

- 3.1 To contribute to the development of a professional working and learning environment in the organisation.
- 3.2 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.
- 3.3 To ensure 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 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.

HEAD OF CENTRE (BIG NOISE DOUGLAS) PERSON SPECIFICATION

We are looking for someone who is/has:

- 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 of working with children, young people and communities.
- Extensive experience and evidence of successful leadership and management of teams.
- Excellent communication skills with a range of stakeholders; including children, young people, community members, staff, volunteers, funders, civil servants, elected members etc.
- A creative and inclusive approach to engaging all learners/participants.
- A professional standard of performing on your principal instrument.
- Experience of working with children in a music education and / or community music context.
- Experience of working with large and varied groups of children.
- Instrumental teaching skills appropriate for individual, group and large ensemble.
- Understanding of orchestral playing and arranging.
- Educated to degree level or equivalent qualification.
- A broad knowledge and understanding of a variety of music teaching methodologies and pedagogy.
- Ability and drive to motivate and inspire all learners, regardless of ability.
- The ability to monitor and evaluate children & adults' development & progress.
- Experience of working within a challenging and high-pressure environment.
- Ability to work as part of a dynamic team as well as having individual initiative and drive.
- Strong problem solving & organisational skills and ability to maintain regular records.
- Proven commitment to personal and professional development.
- Experience of project management.
- Passion and commitment to inclusive practice and youth voice.
- Patient, empathetic and understanding.
- Openness to different methodologies and willingness to learn.
- Belief in opportunities for all, and high expectations for all.
- Ability to work flexibly, occasionally in evenings and weekends as appropriate. Travel across Scotland will be required.
- Commitment to the long-term goals of the programme, our participants and communities.

We would ideally like someone who is/has:

- Training or professional development in leadership / people management.
- A good knowledge of all orchestral instruments.
- A professional teaching or community education qualification.
- Experience and training in positive behaviour management and motivation techniques.
- Experience of outreach work and delivery of community learning and development work.
- Experience of working in areas of multiple deprivation.
- Experience of working with families.